

ACTIVE LEARNING PRINCIPLE

An important learning principle is that people learn best when they are actively involved in the learning process. The "Learning Cone" below shows various learning activities grouped by levels of abstraction. The left column indicates their relative effectiveness as training techniques.

People Generally Remember

Levels of Abstraction

10% of what they read

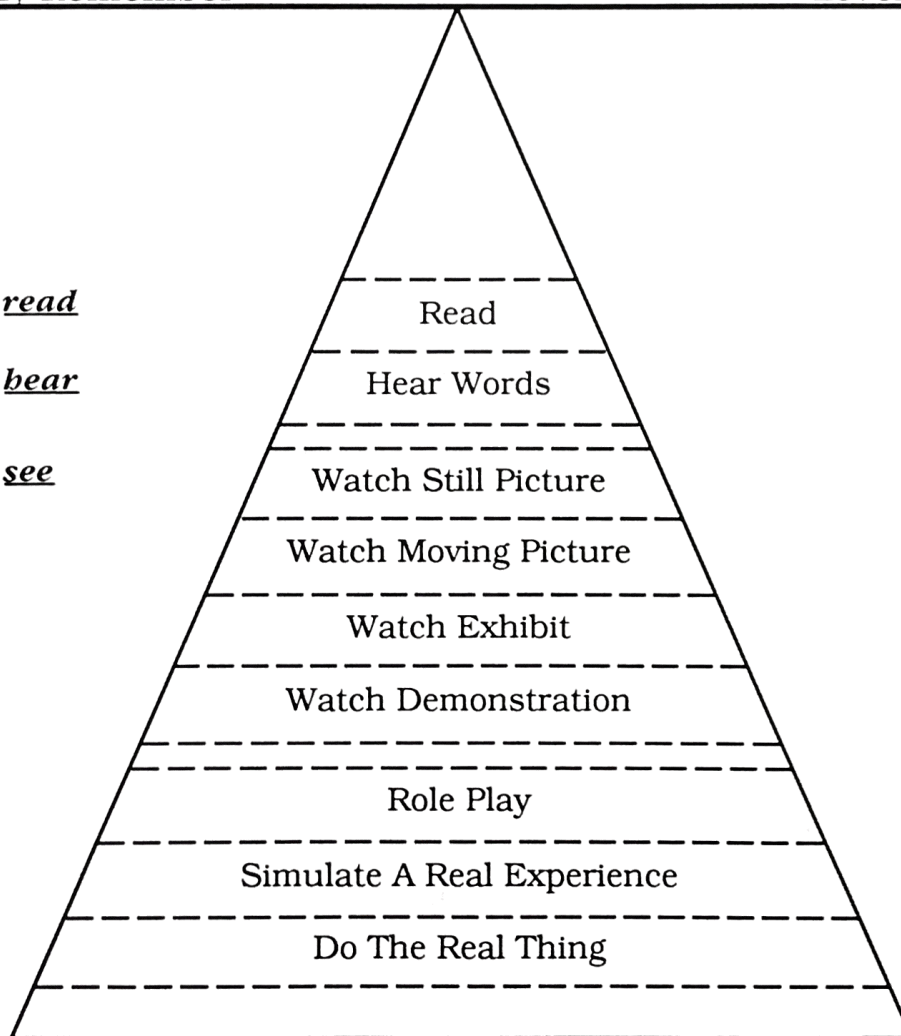
20% of what they bear

30% of what they see

50% of what they bear and see

70% of what they say and write

90% of what they say as they do a thing



A Definition of Culture

CULTURE is a group's design for living. It is the group's assumption about the world, about other people, about the goals and meanings of life. It is the group's assumptions about what is right and what is wrong—and its beliefs about how to behave and how to expect other people to behave in all of life's situations.

CULTURE gives you all of the answers—even when you don't know what the answers are!

the Functional Relationship Between Culture and Behavior

CULTURE
DETERMINES
VALUES

VALUES
SHAPE
BEHAVIORS

BEHAVIOR IS
THE EXPLICIT
LANGUAGE
OF CULTURE

Dimensions of Cultural Diversity

PRIMARY DIMENSIONS

- 1 Age
- 2 Ethnicity
- 3 Gender
- 4 Race
- 5 Language
- 6 Physical Abilities and Qualities
- 7 Sexual/Affectional Orientation
- 8 Childhood Experiences and Family Factors (family religion, place of birth, household location, family social class, parents' occupations, etc.)

SECONDARY DIMENSIONS

- 1 Education
- 2 Geographic Location
- 3 Income
- 4 Marital Status
- 5 Military Experience
- 6 Parental Status
- 7 Religion
- 8 Work Experience
- 9 Current Social Class

TERTIARY DIMENSIONS

- 1 Experiences with Immigration, Exile, Etc.
- 2 Lifestyle
- 3 Degree of Assimilation

EXPERIENTIAL LEARNING CYCLE

Experience

Activity that participants engage in:

- game/exercise
- questionnaire
- case study

Process

Reaction to the action

After the participation in an activity, take a step back, look at what was done, ask what happened?

Want to be able to understand how participants feel about the situation.

Apply

Commitment of the participants to apply to real life.

Generalize

After process, generalize and draw conclusions

What new learnings did we get from them?

What did they learn?