

APPENDIX H: (SECTION 6)

FACILITATING EXPERIENTIAL LEARNING EXPERIENCES

Experience- Do It

This is the action step. Participants do it without being told or shown how to do it. Leaders need to “sit on their hands” or close their mouths so that participants can experience and discover.

Share- What Happened?

Leader helps ensure that participants have a chance to talk and are listened to.

Possible Questions:

- What did you do?
- What was happening?
- What was most fun?
- How did you feel?
- What did you notice about how the group worked?
- What was the easiest?
- What surprised you?

Process – What?

Process by discussing, looking at the experience; analyze and reflect.

Possible Questions

- How did you make your decisions?
- Did you help each other? How?
- Did people play different roles in this activity? (e.g. did someone act as the leader?)
- How did you communicate?
- Was anyone frustrated? What did you do?
- What was the most challenging part of this activity? Why? How did you solve it?

Generalize – So What?

Participants try to identify how to use what they’ve learned in their own lives.

Possible Questions

- How does this activity or discussion relate to “real life?”
- Why do you think we asked you to do this activity?
- Have you had a similar experience in school, your club, etc.?
- Where have you faced similar challenges?
- Where might this situation occur in the future?

- Why is it important to have plenty of information before making decisions?
- What did you learn about your skills or style?
- What did you learn about your own skills in communicating with others?
- Did you make any mistakes that you can learn from?

Apply – Now What?

Facilitator helps them think about how they could use their skills in new situations and apply generalizations they've made to specific situations.

Possible questions:

- What have you learned about yourself? Others?
- What principles or guidelines can be used in real-life situations?
- What other situations like this have you experienced before?
- In what ways do people help each other learn new things?
- How will you act differently in the future as a result of this experience?
- What are qualities that you think are important in a leader?

Gilbertson, A., Morreim, P., Skelly, C., Stevenson, A. (2006, October). *10 Minute Leadership Lessons*. Presented at the National Conference of the National Association of Extension 4-H Agents, Milwaukee, WI.