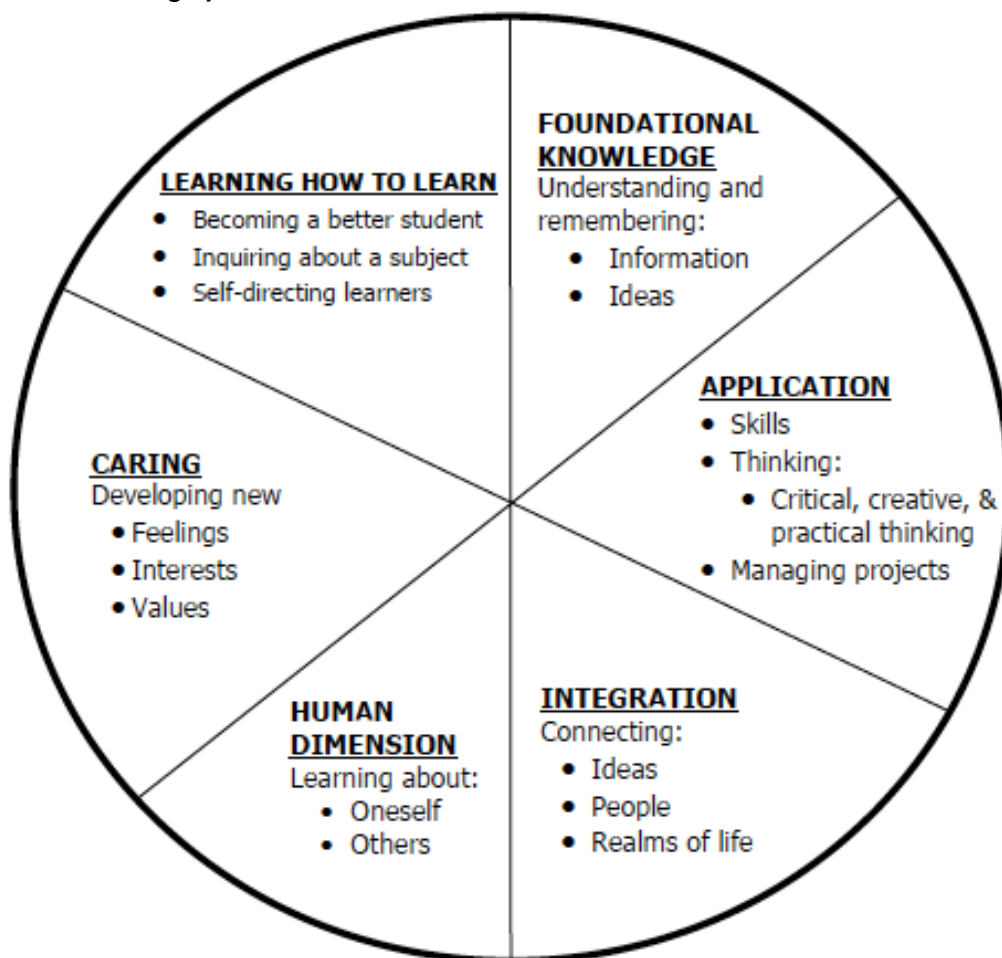


Dee Fink model of significant learning

Dee Fink tried to create a holistic approach of learning. Therefore he completed the theory of Bloom - with which education worked a long time - consisting of the aspects of learning: “foundational knowledge”, “application” and “integration”, meaning: what does a person know, how does a person process information, which skills does a person have, how does a person use her/his knowledge and how does a person connect this knowledge and experience with other fields/subjects/tasks.

Dee Fink thought that in Bloom’s theory of learning there is something missing and completed it by: “human dimension”, “caring” and “learning how to learn”, meaning: learning about oneself and others, having ones own values, motivation, interests and developing new ones, finding ones own way of learning working on subjects and tasks and improving the self-direction in learning.

The model of learning by Dee Fink



1. Questions for reflecting oneself in the six dimensions of the Dee Fink model of learning, related to the work someone is doing/the job someone is having

<p>Learning how to learn How did I organize my learning at school, university, in my apprenticeship? What do I learn while working? How do I feel about learning? What do I learn from my colleagues? How do I want to learn in the pilot project?</p>	<p>Foundational knowledge What do I know due to my profession? What have I learned in education and formation? Which knowledge is important in my daily work? What knowledge do I have due to my interests, hobbies, special tasks I fulfilled in my life?</p>
<p>Caring What do I love to do in my freetime? What makes me love it? What do I love about my work? When do I feel at ease in my work? Which tasks do I not like concerning my work? How do I like to be treated at work? Which values do I have concerning my work?</p>	<p>Application Which knowledge do I use how? How is my thinking organized? How am I applying my knowledge?</p>
<p>Human dimension Which role do I have? What do I do to fulfill it? How do I do that? What do others add? Which knowledge does enrich me? Which knowledge do I share consciously? When I think of an outstanding job experience, I learnt by this experience about myself: ...</p>	<p>Integration Which tasks do I fulfill automatically? Which knowledge am I using then? Which knowledge do I use daily? Weekly? Once a month? How do I use my knowledge in other fields? Which knowledge do I use in projects and which in management?</p>

The aim: reflecting about oneself and how we are doing things, learning, thinking etc. Making implicit knowledge, thoughts and perceptions explicit to have a clearer picture about the personal cognition, emotion and behavior. Understanding that there is more to a person than knowledge and that, when it comes to learning, all dimensions of this person must be regarded/activated.

The collection of answers will be brought into "My actual personal knowledge, skills and learning map", visualizing the most important answers/key words.

This map is a first self-made assessment as a starting point for the individual development of entrepreneurial behavior.

