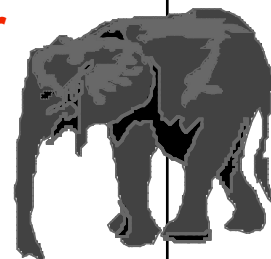


How Group Members Learn From Each Other

These are some of the questions people involved in Action Learning ask themselves about their learning within the group:



Do we discuss how we are learning from each other?

Do some members seem less committed than others, and can this be discussed in the group?

Is talk all about task, or are feelings and relationships considered?

Am I less than honest about my feelings during group discussion?

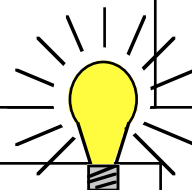
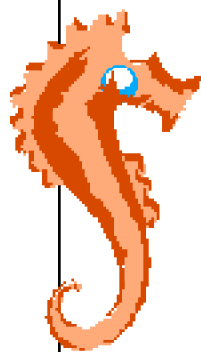
How well do I really listen to the problems and success of others?

Should we make each other accountable for progress?

Do we all get a fair share of air time?

How do we handle a group member's absence?

When I leave a group meeting do I feel better than before I came?



How Do You Know You're Action Learning?

In an Action Learning group it's easy to lose direction and to end up with a gossip session if we don't apply a bit of discipline to the proceedings.

That's a pity because the power of action learning lies in the process of challenging inquiry. So here's a way to test whether we are actually involved in true action learning.



The Action Test: What evidence is there of ideas being *tested in action* ?



The Learning Test: What evidence is there of *personal development* arising from learning within the group?



The Real Problem Test: What evidence is there of *real problems* being tackled?



Mike Pedler: Link-Up with action learning Vol 1, No 6, Jan-Mar 1999

Ask yourself these questions constantly as your group develops. Discuss and debate them. Apply the answers to your learning.