

Hoe leren werkt?

Team Trainersvaardigheden

Luke Klazema



Scouting

Na dit blok

1. Weet je hoe de plattegrond van leren eruit ziet met daarbij:
 - a. Hoe belangrijk de kracht van herhaling is
 - b. Dat het belangrijk is om je brein gewenst cognitief ongemak te laten ervaren.



Filmpje over alles moet leuk en spectaculair zijn.



Leren mag best
een beetje pijn
doen...

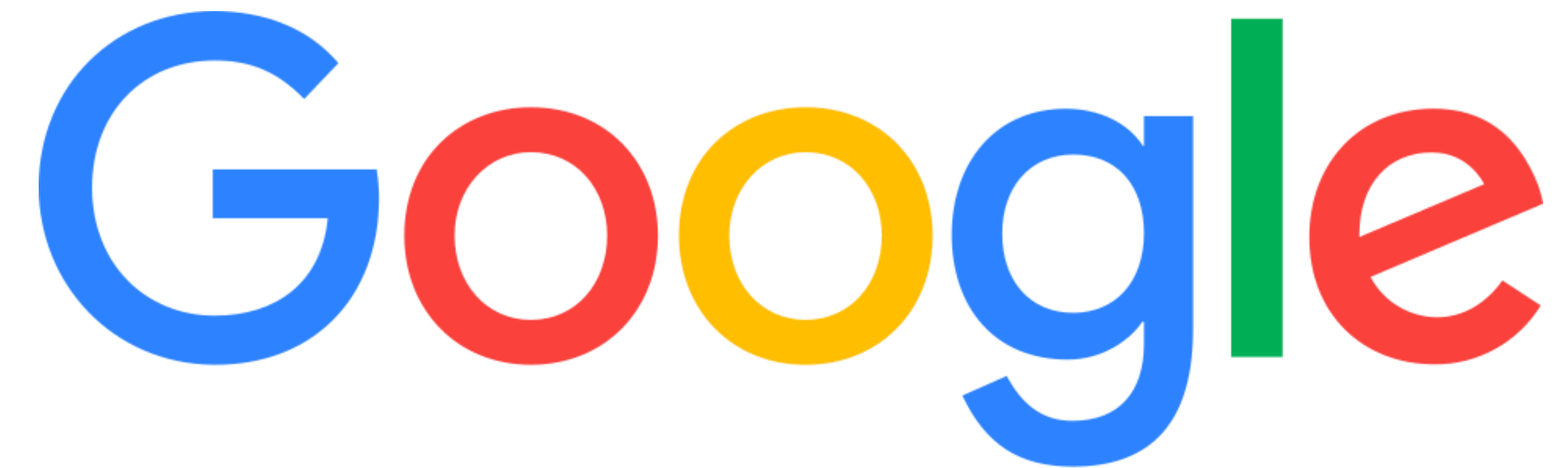


Wanneer is nou iets geleerd?

Wanneer is nou iets geleerd?

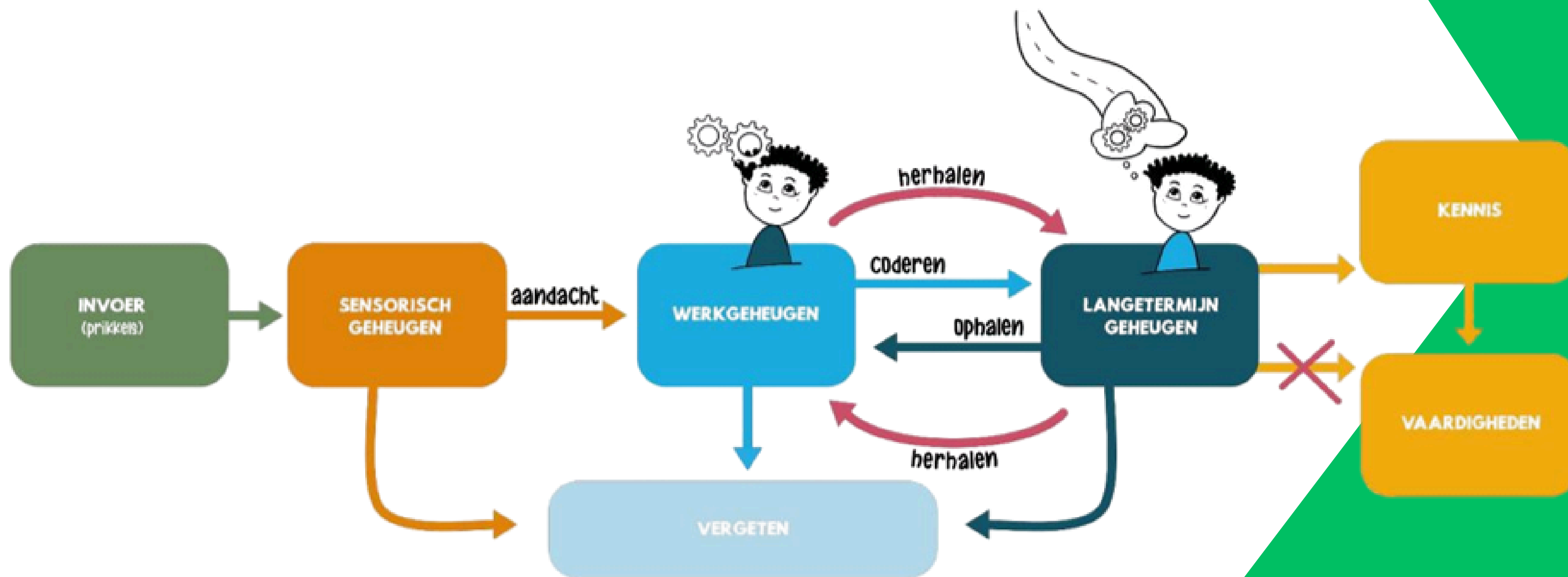
Google

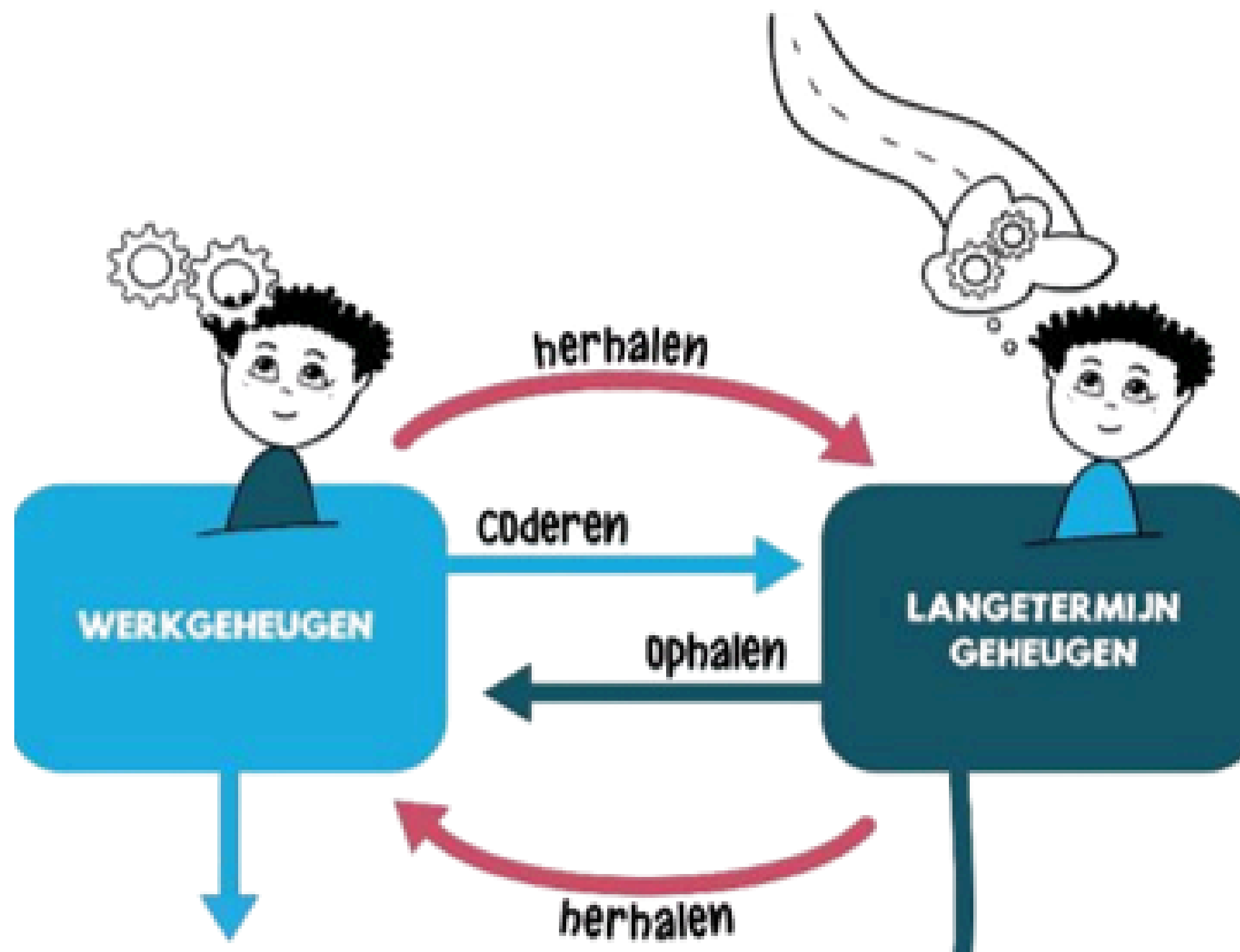
Wanneer is nou iets geleerd?



Wanneer is nou iets geleerd?

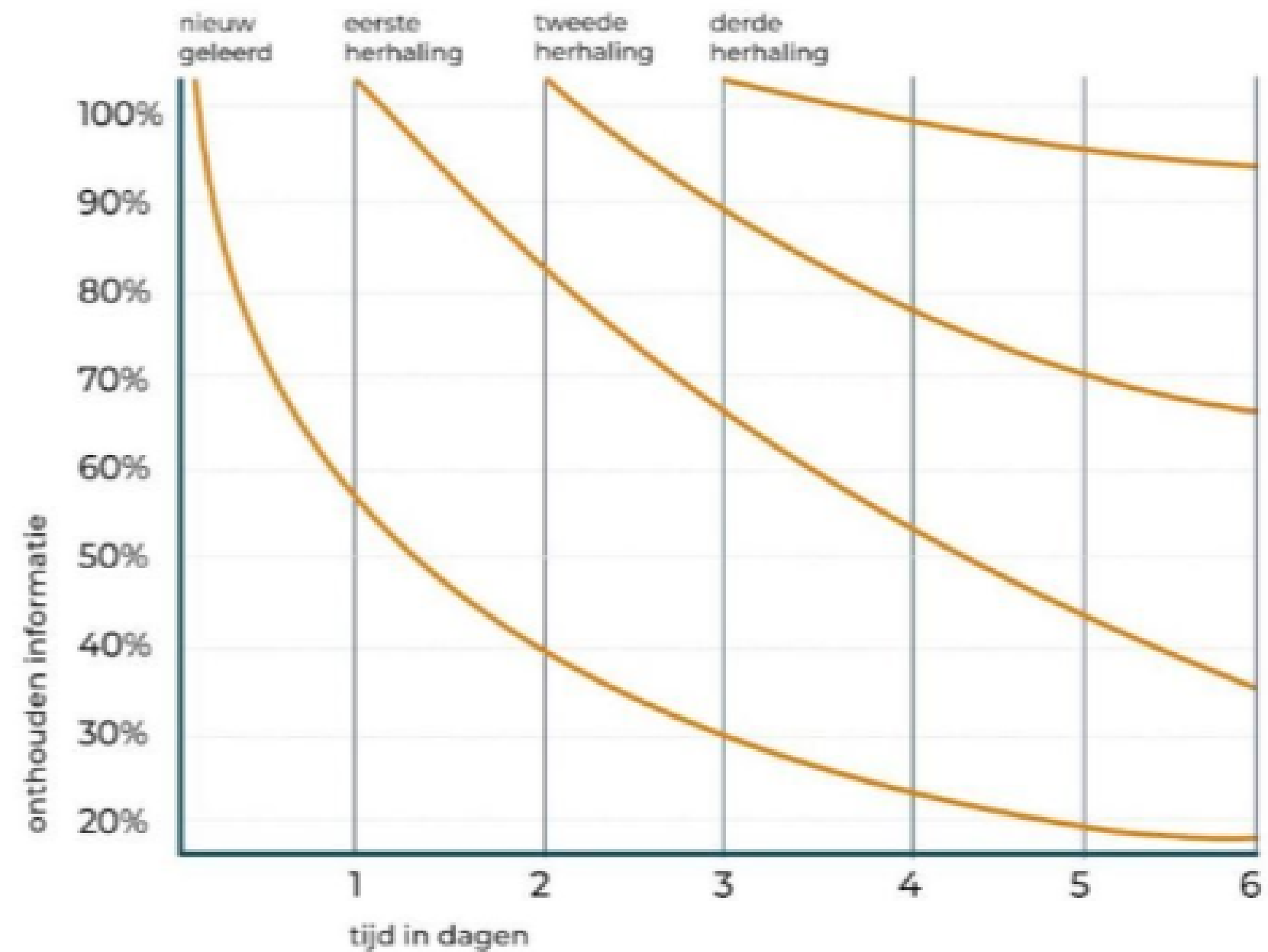


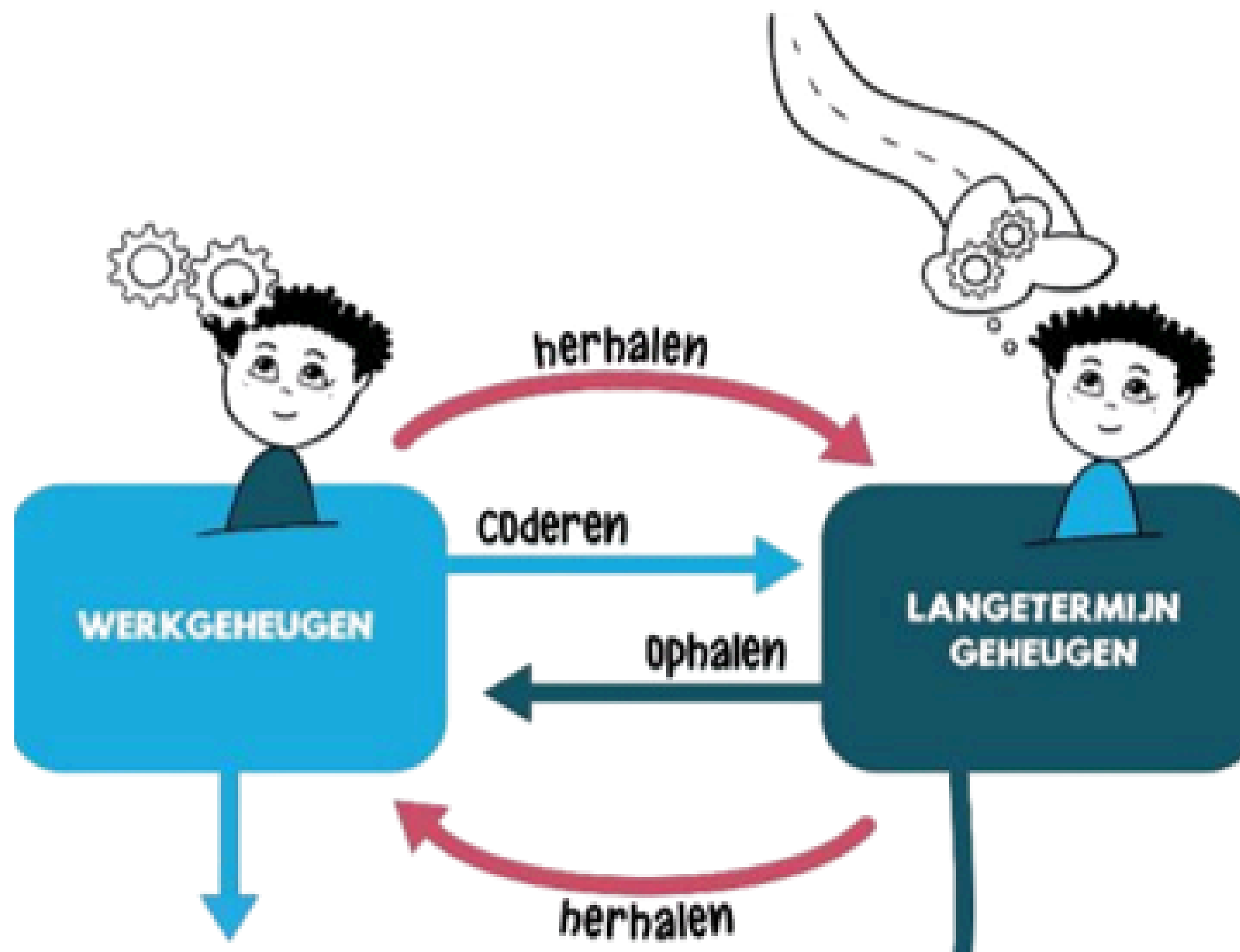


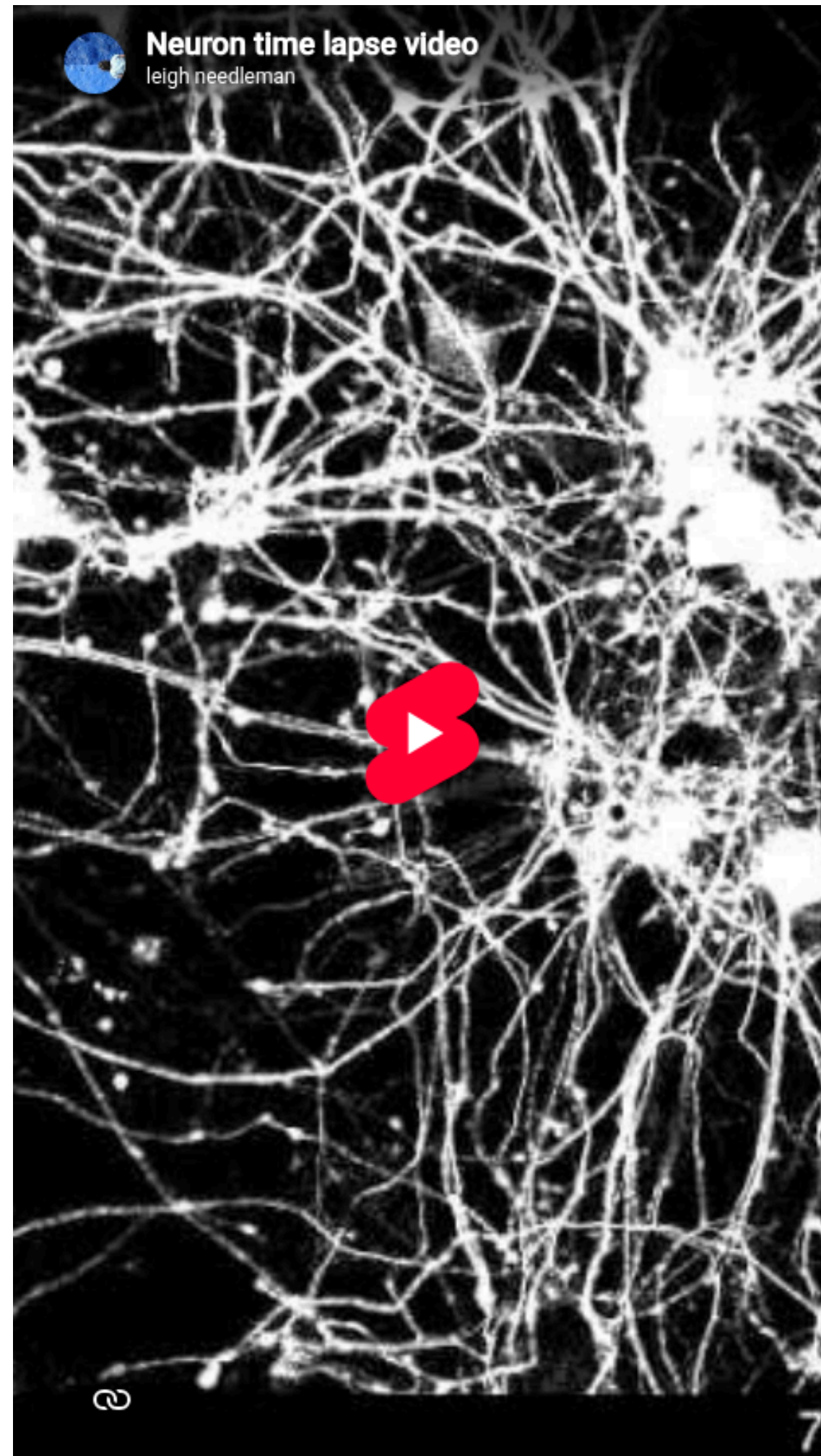


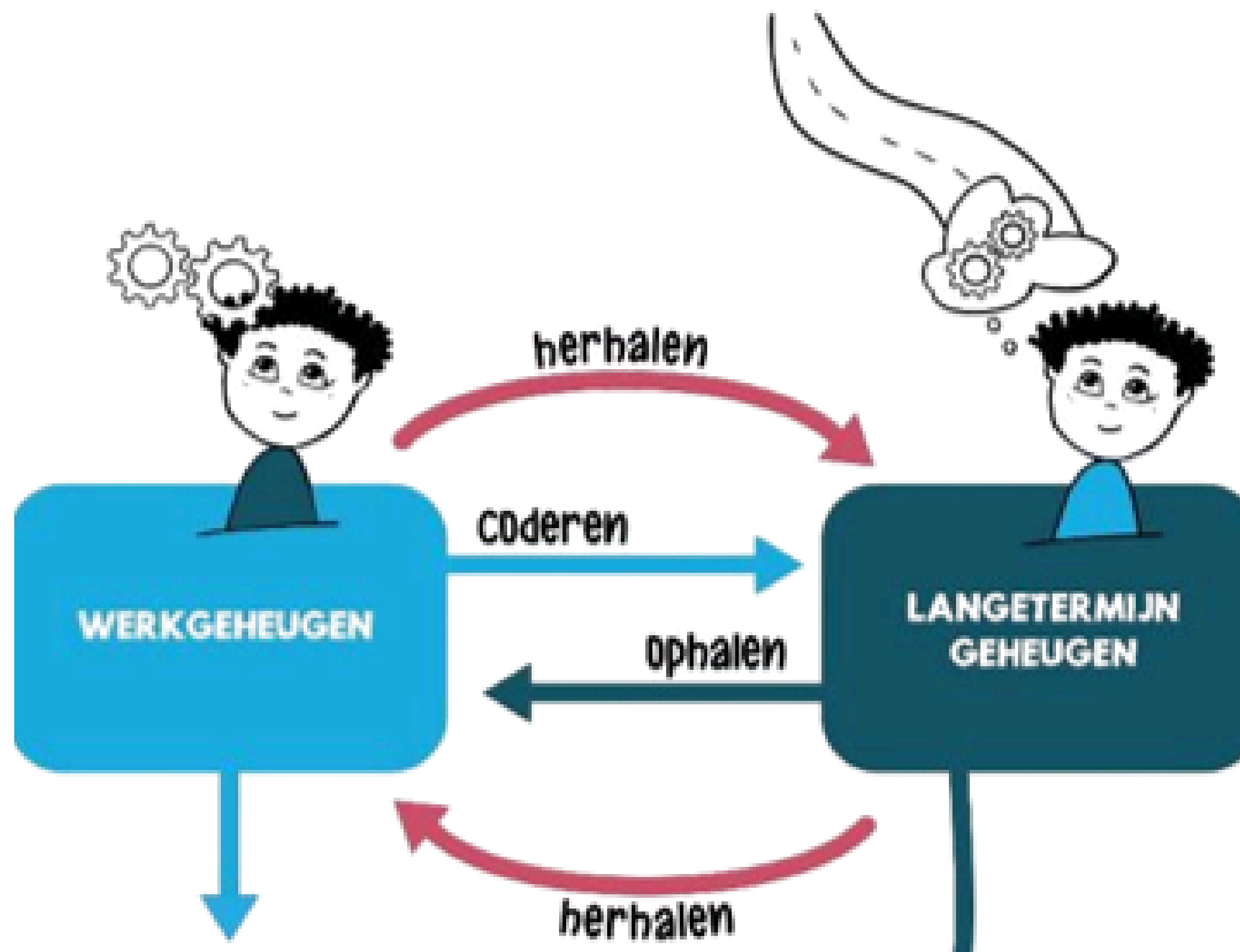
We vergeten veel
We vergeten snel

Leren gaat langzaam









Het werkgeheugen is
beperkt...



Het werkgeheugen is beperkt...

ANPANWBKLMING



Het werkgeheugen is beperkt...



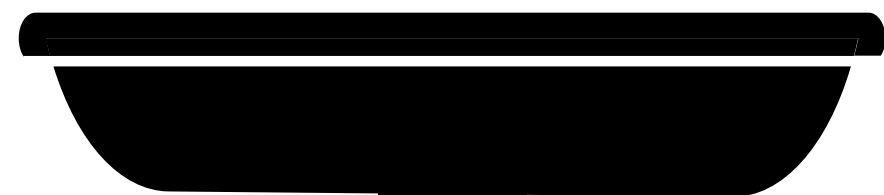
Het werkgeheugen is beperkt...



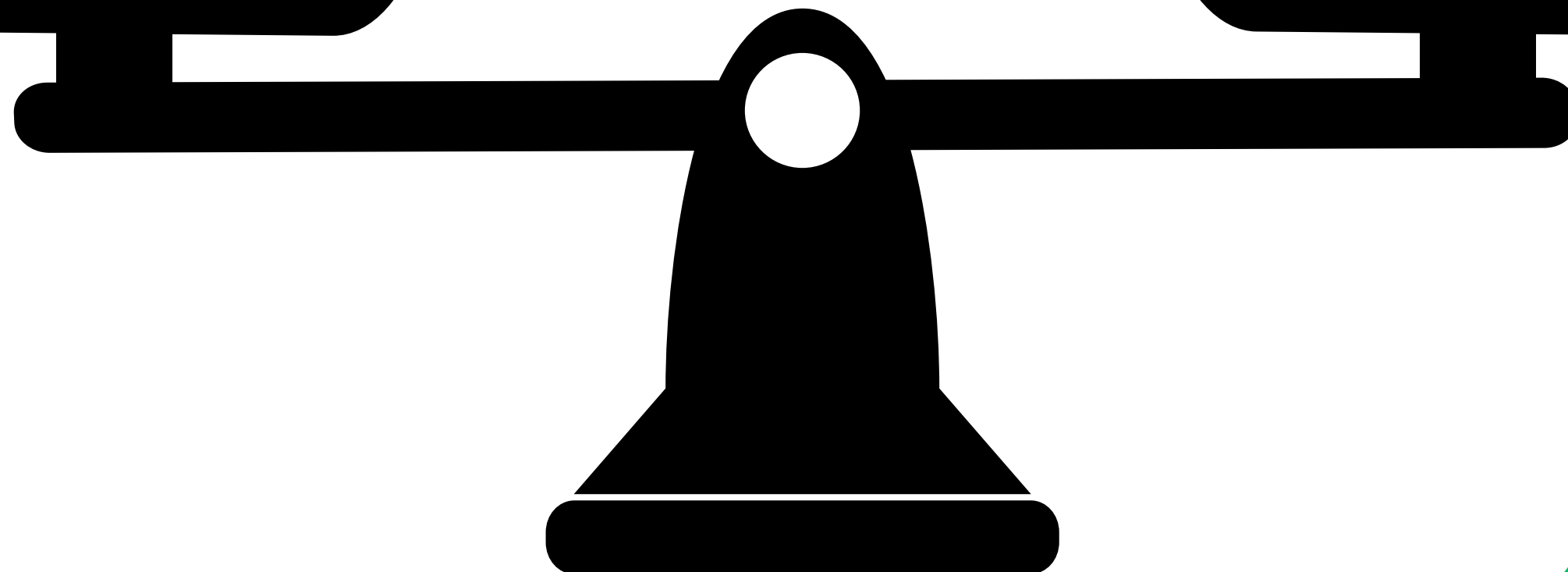
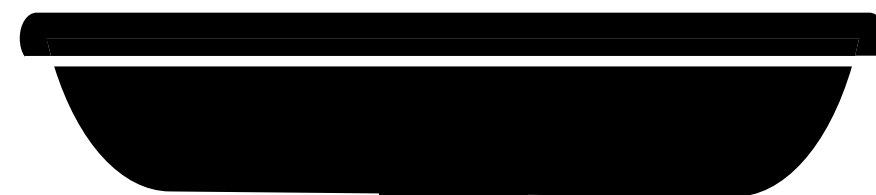
ANPANWBKLMING

ANPANWBKLMING

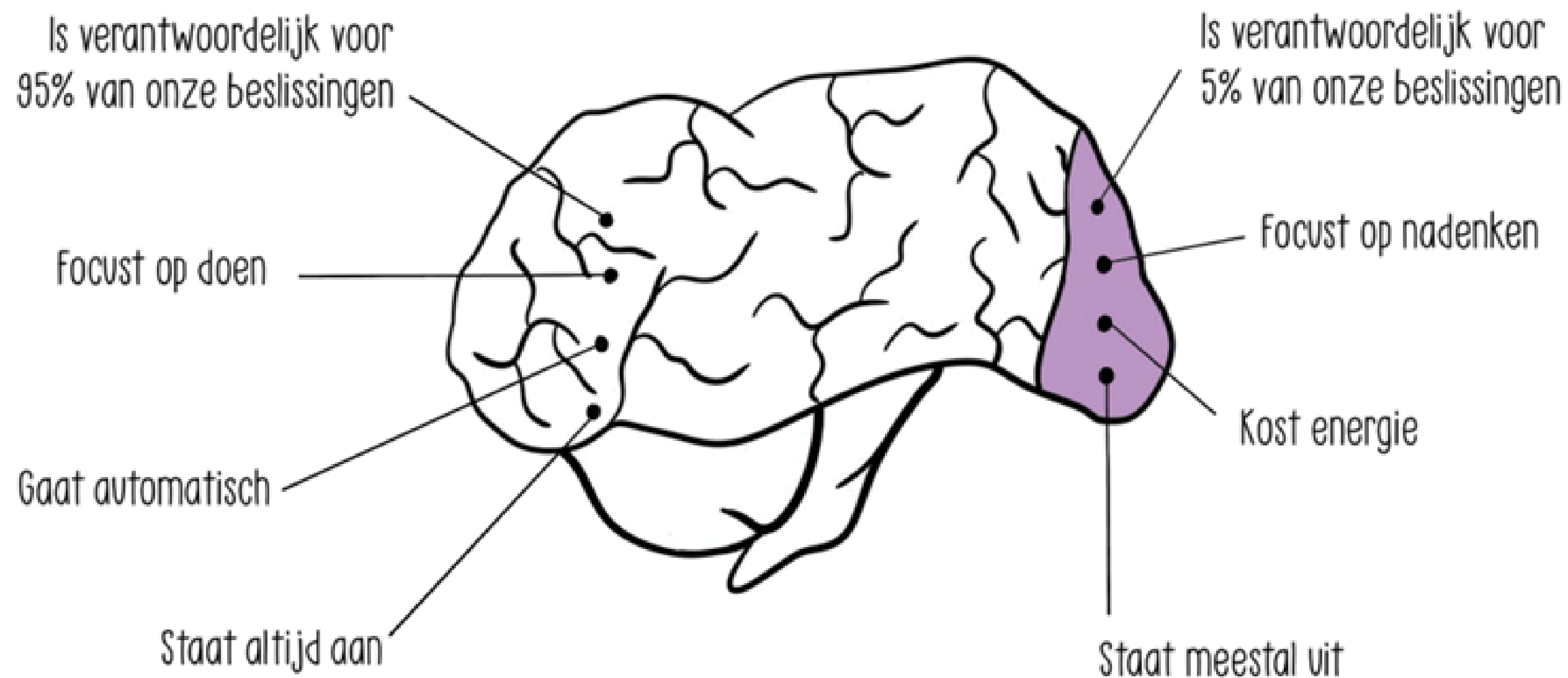
essentiële
kennis



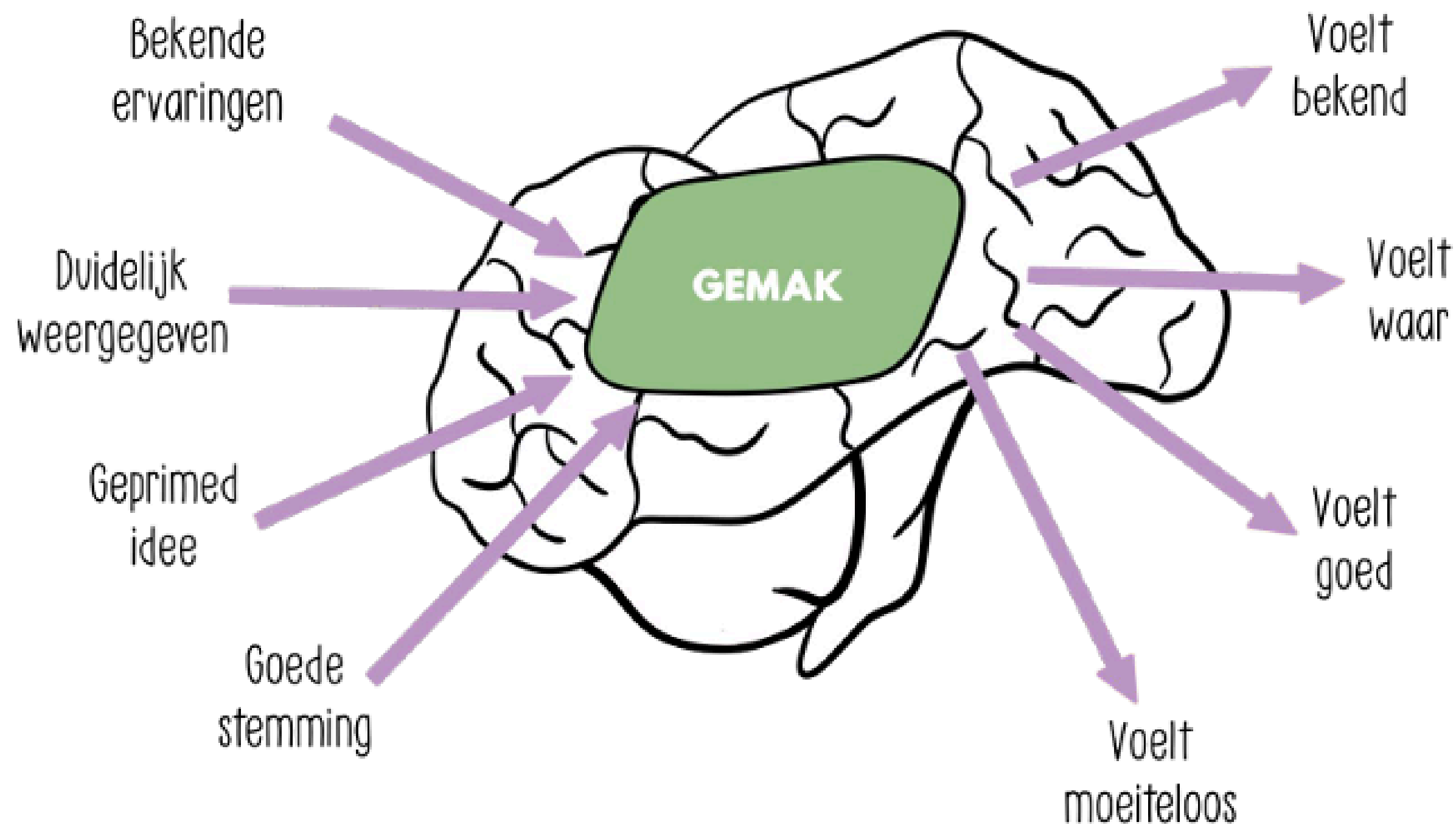
voldoende
kennis



Ons brein



Cognitief gemak





Even ervaren

Cognitieve overbelasting



- Je verliest het overzicht
- Je kunt minder goed beslissingen nemen
- Je kunt ongewenst gedrag minder goed remmen (verminderde inhibitie)
- Je ervaart heftigere emoties
- Je hebt meer weerstand tegen verandering



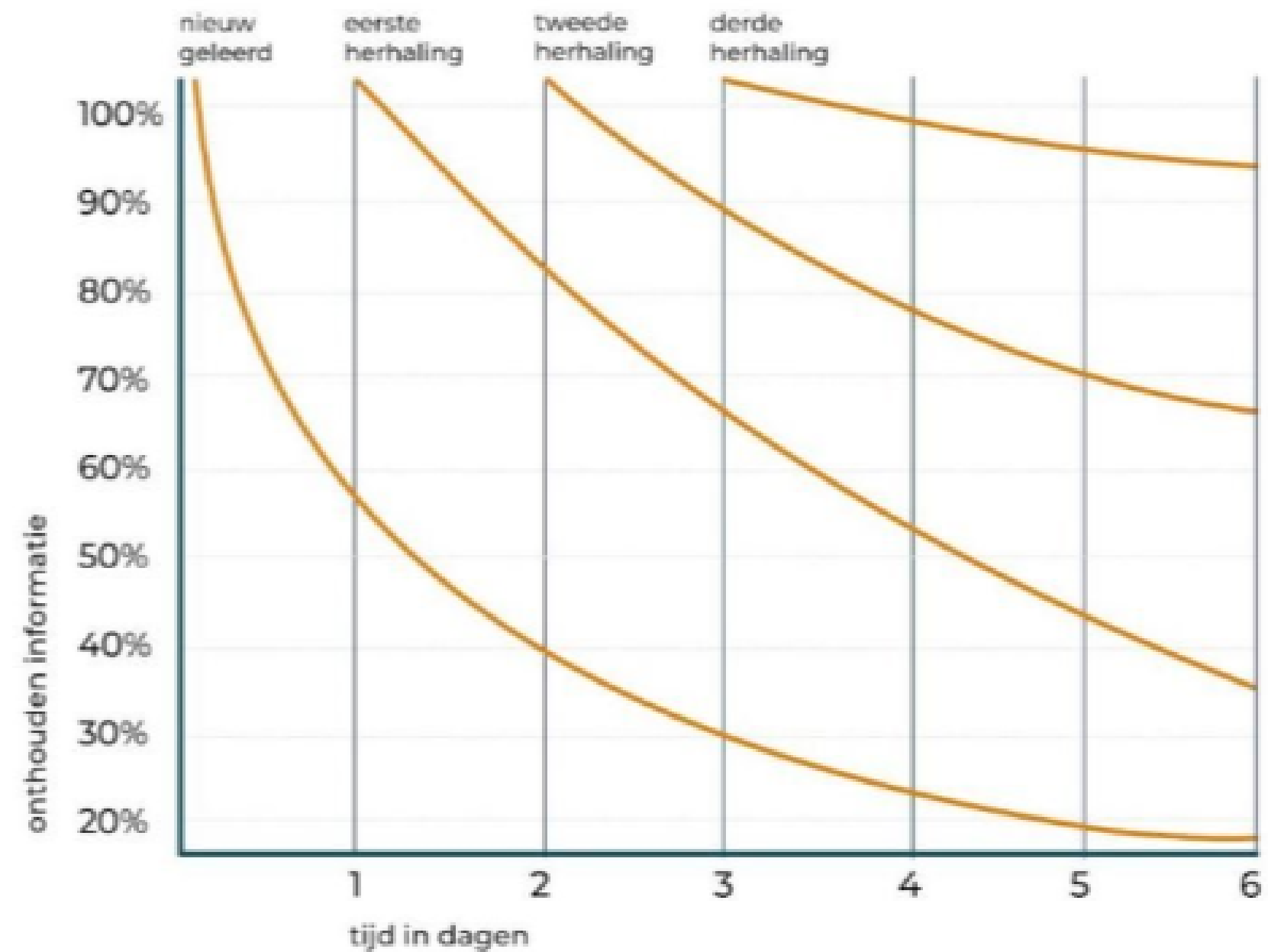
Korte pauze!

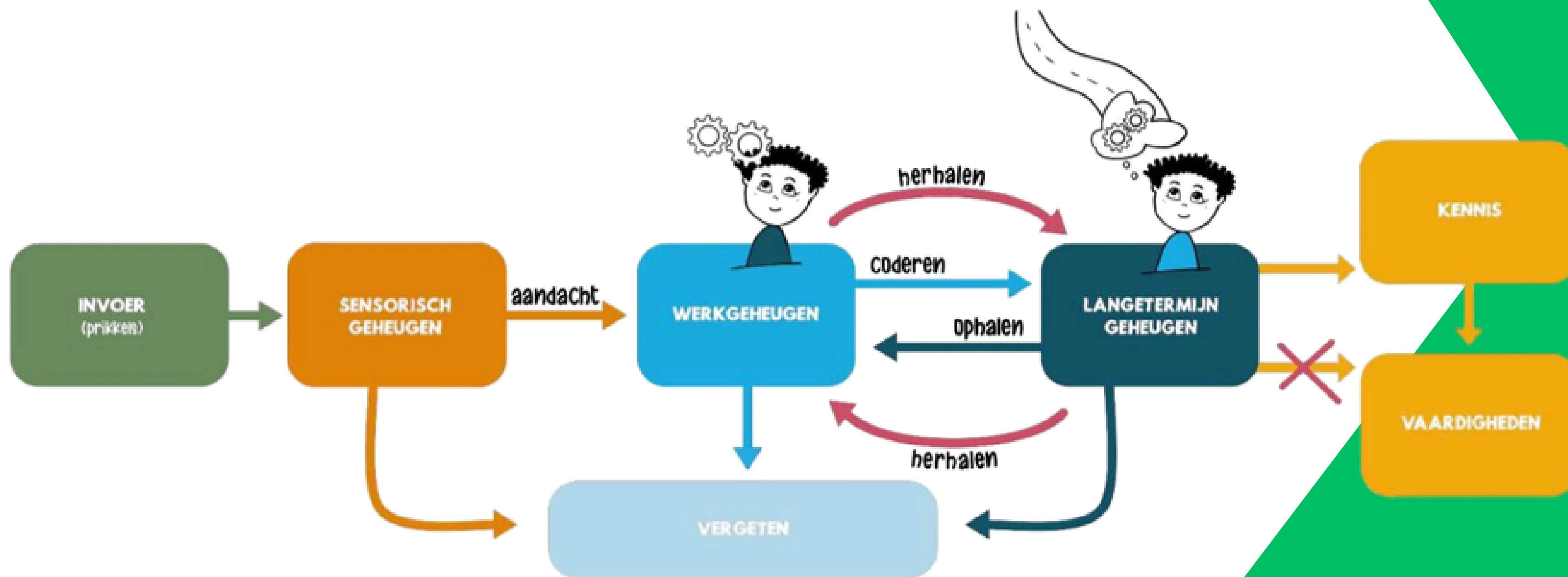
Na dit blok

1. Weet je hoe belangrijk het is dat je als expert het leren begeleidt.
2. Weet je hoe je kennisstukken opbouwt en onderhoudt.

We vergeten veel
We vergeten snel

Leren gaat langzaam



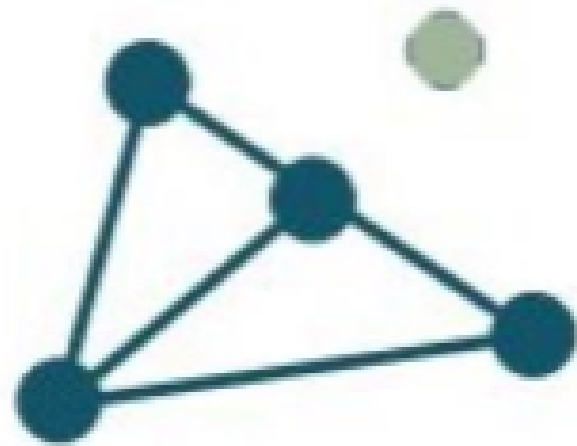


Gespreid en gevarieerd leren

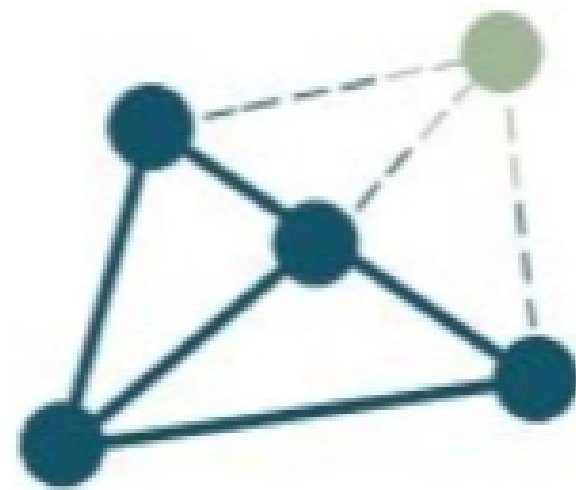
1. Retrieval practises
2. Verschillende vormen van kennis gebruiken
3. Exit tickets

Retrieval Practice

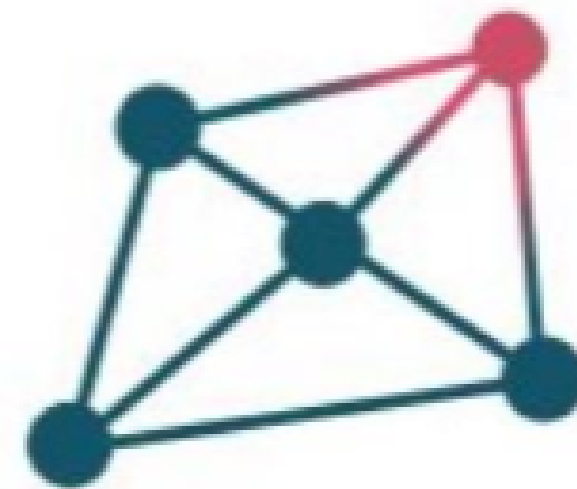
1. Identificeer ontbrekende kennis



2. Kennis wordt verbonden

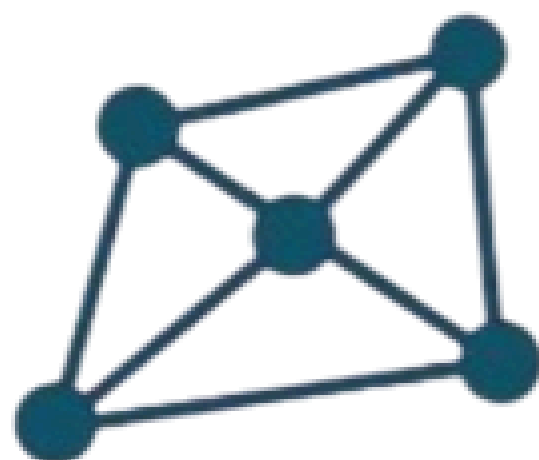


3. Check op misconcepties

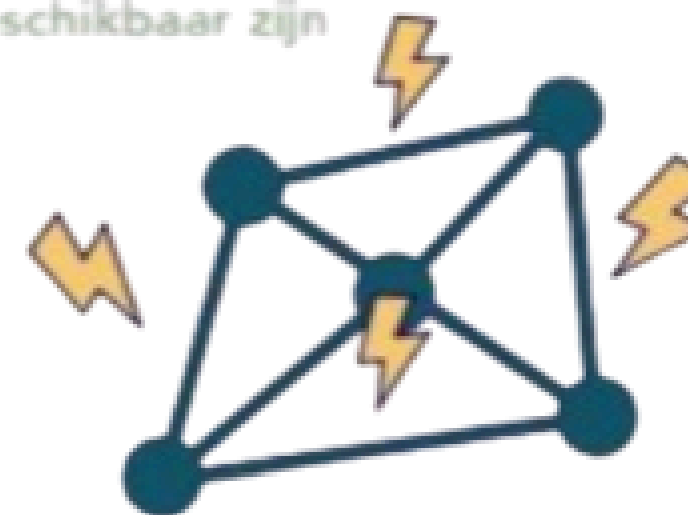


Retrieval Practice

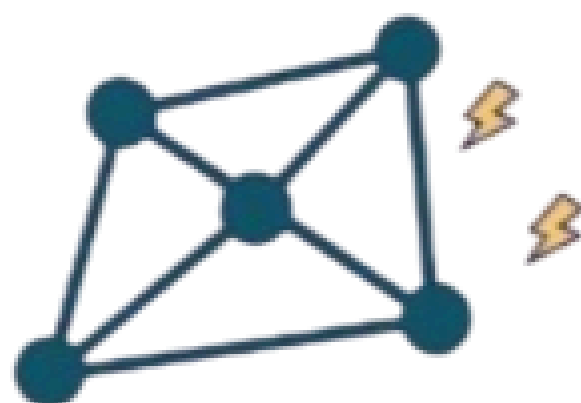
4. Versterk connecties



5. Versterkt de verbindingen zodat ze ook onder druk en stress beschikbaar zijn



6. Vermindert stress en spanning



7. Maakt het makkelijker om nieuwe dingen te leren

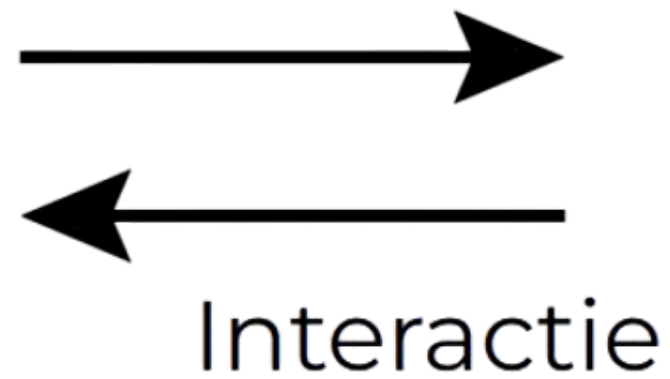




Leren gebeurt in interactie



De beginner



De expert



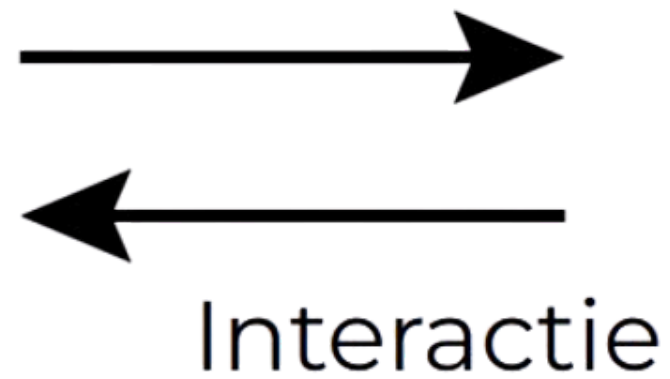
Scouting



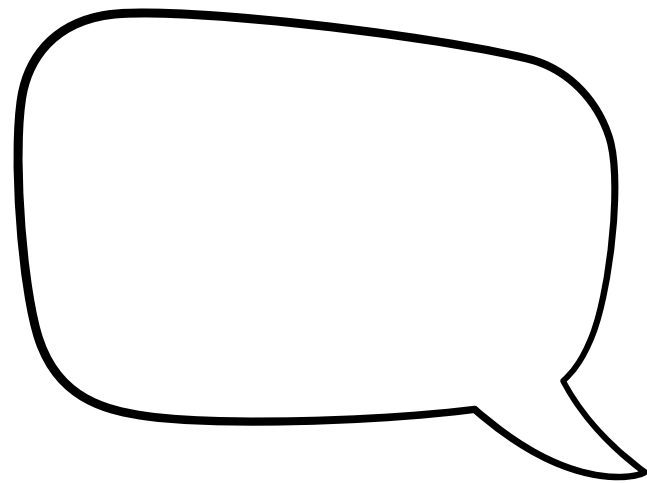
Leren gebeurt in interactie



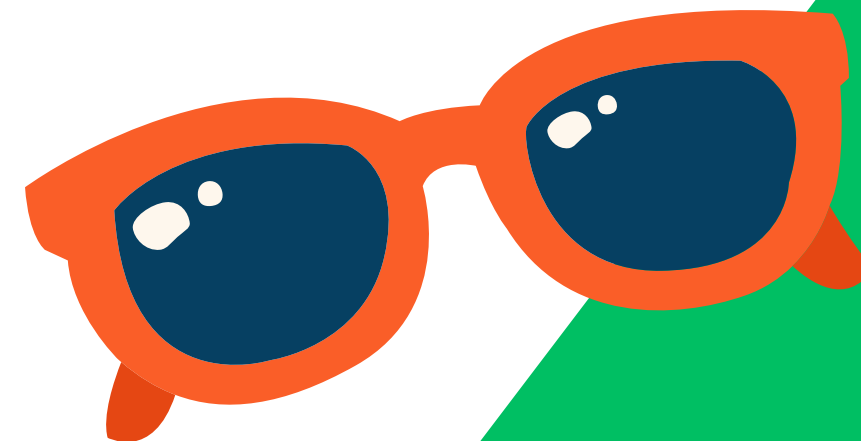
De beginner



De expert



Alles is taal
Alles is gedrag
Alles is perspectief





Gender Reveal Gone Wrong
WTVR CBS 6



TikTok

@iamstobiasbeethoven



Scouting



Controle van begrip

Z

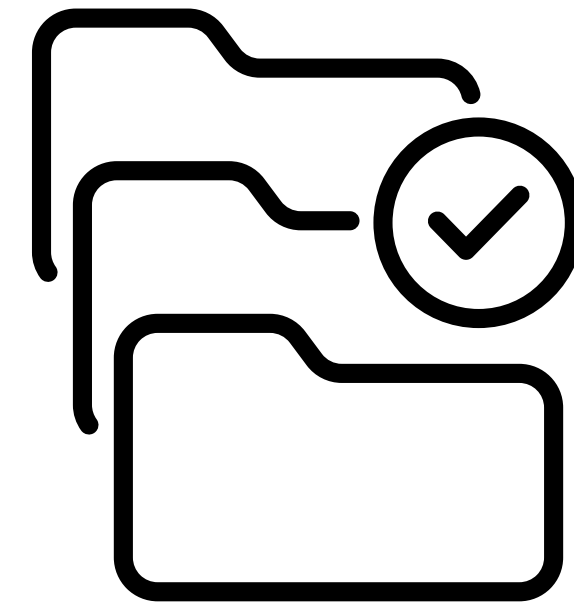


Scouting

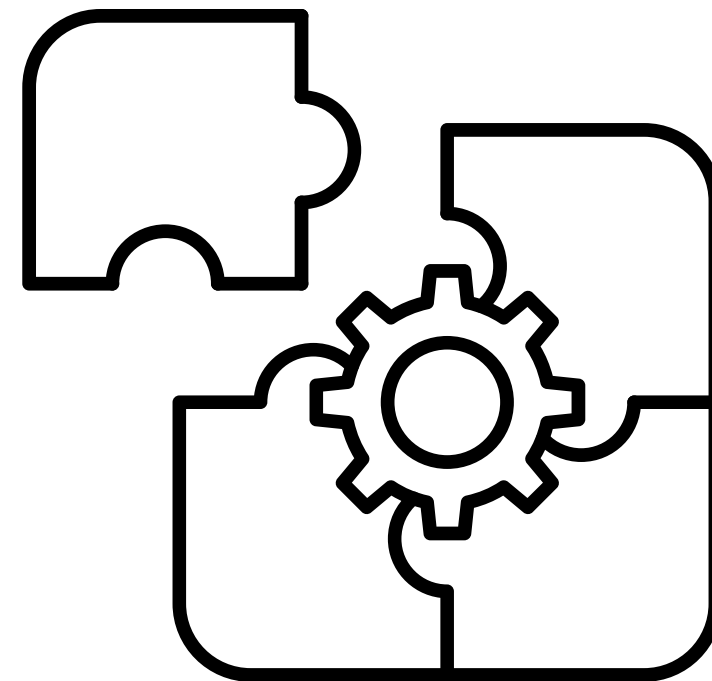
Selecteren

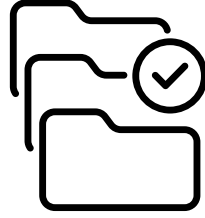
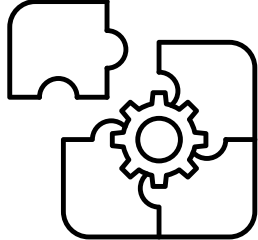


Organiseren

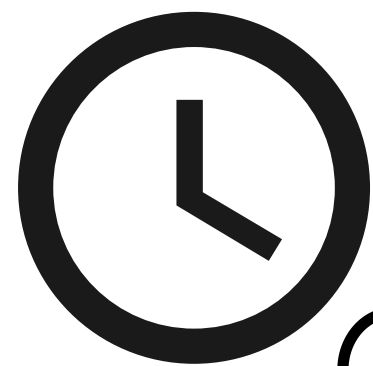


Integreren

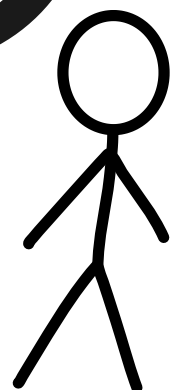


Selecteren 
Organiseren 
Integreren 





Langzaam opbouwen



Simpele voorbeelden

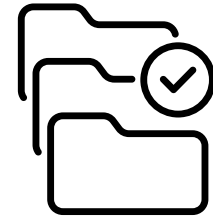
Een maat...

Duidelijke terminologie

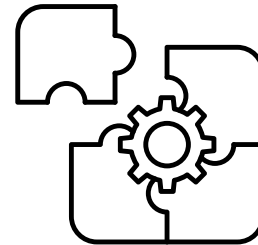
Selecteren



Organiseren



Integreren



Langzaam opbouwen



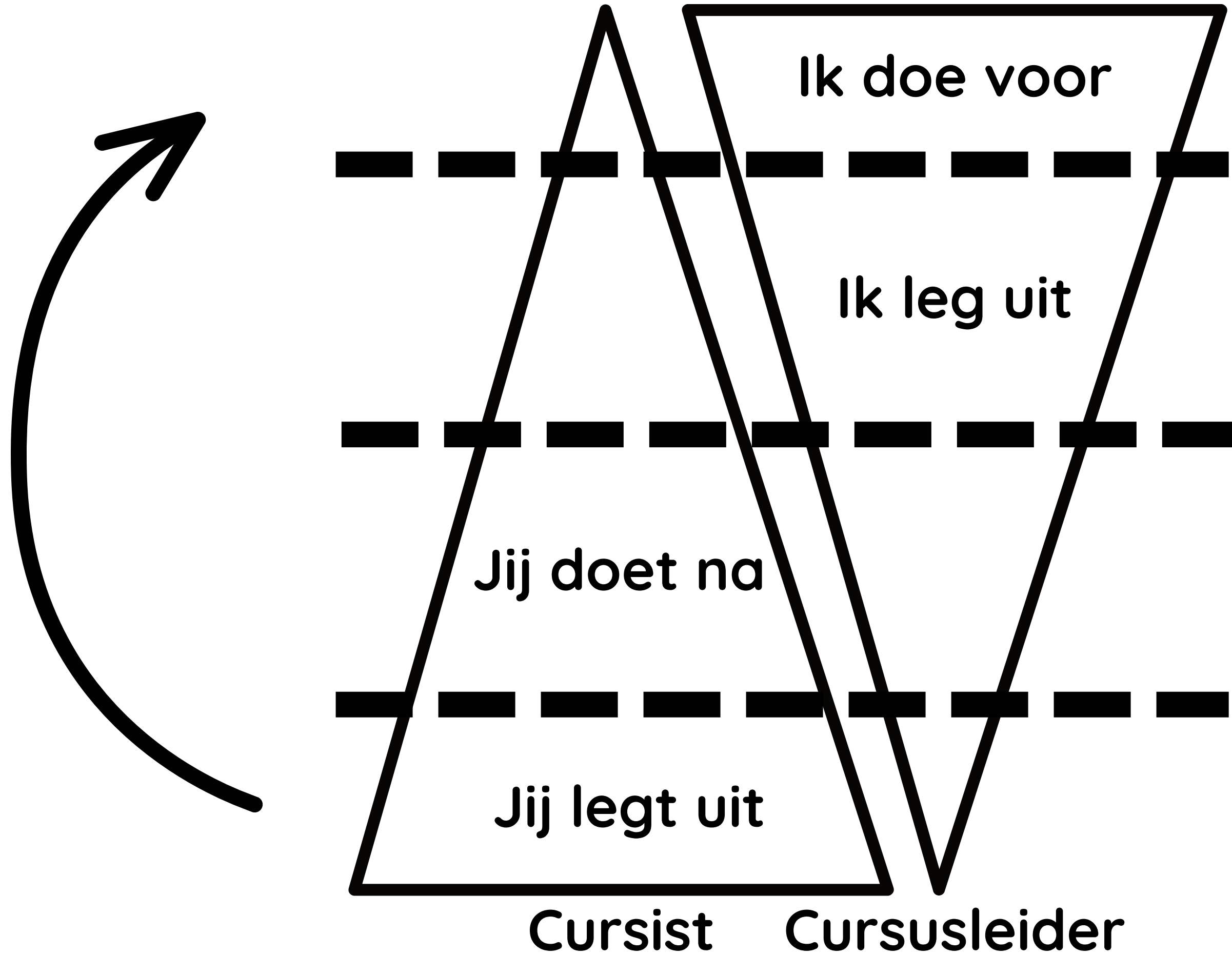
Simpele voorbeelden

Een maat...

Duidelijke terminologie



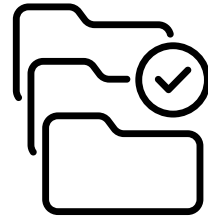
Mate van actie



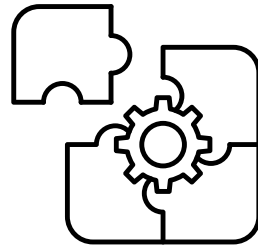
Selecteren



Organiseren



Integreren



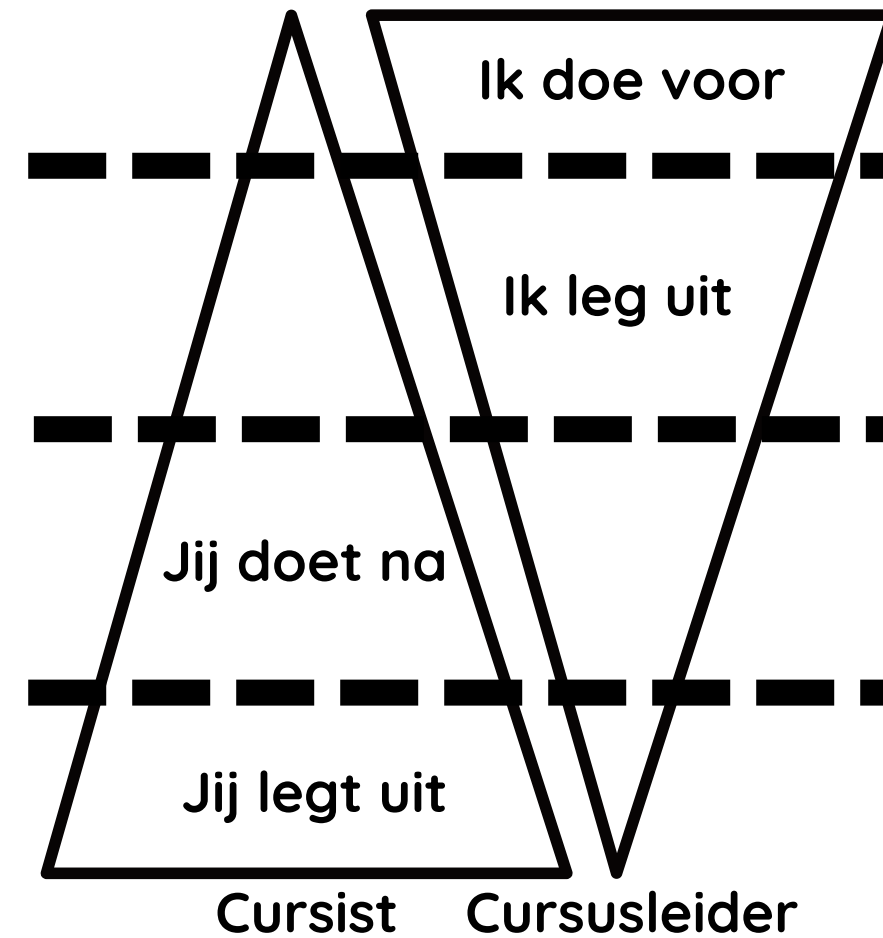
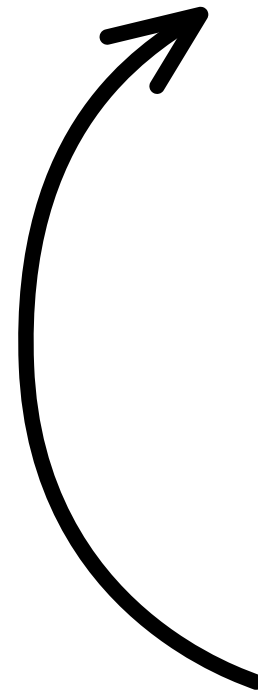
Langzaam opbouwen



Simpele voorbeelden

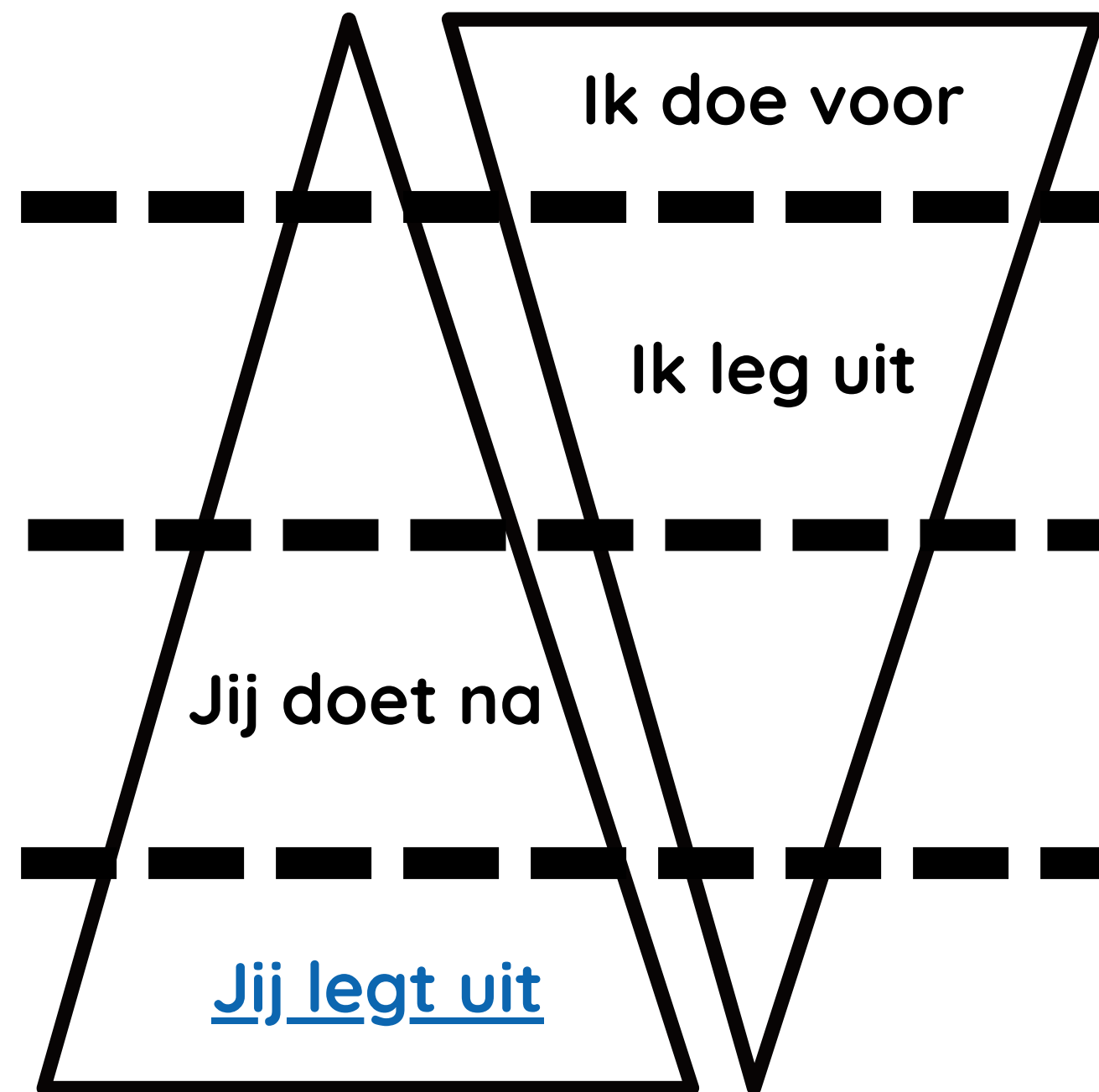
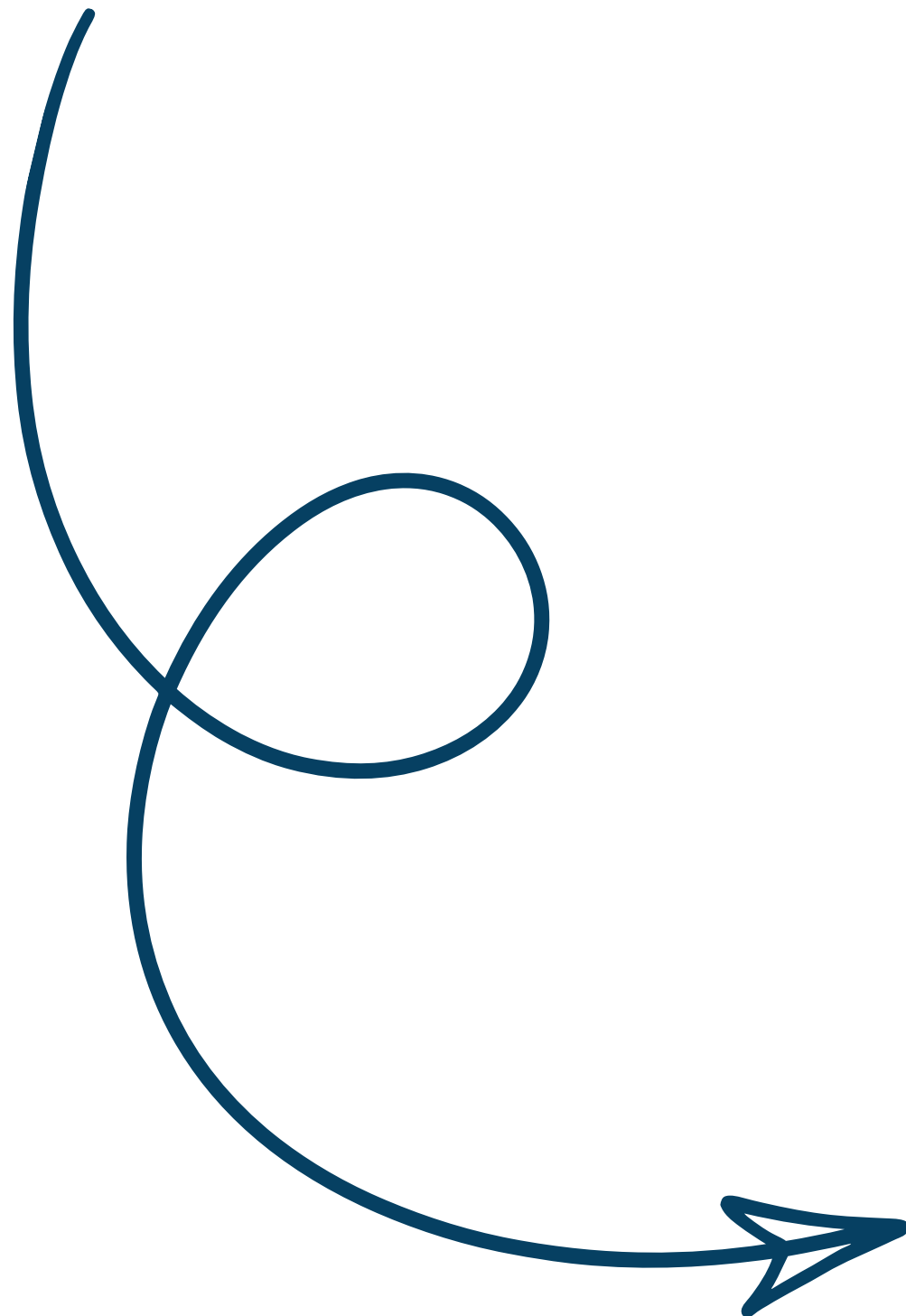
Een maat...

Duidelijke terminologie



Mate van actie

Ideaal: Na een paar weken



Leren is nu niet leuk,
leren is leuk voor later

