

EXERCISE 6.3

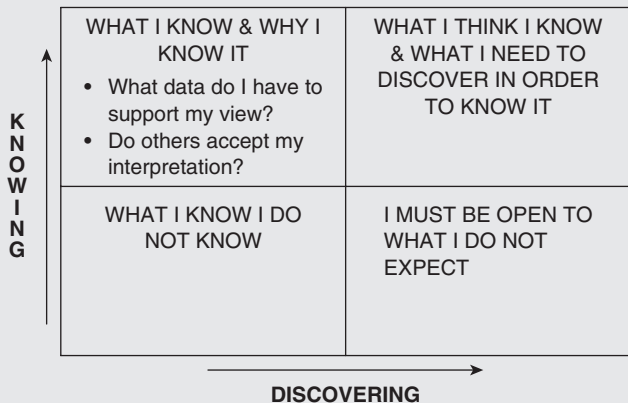
The learning window

(The learning window is an adaptation of the famous JOHARI window, and is created by Lyle Yorks, Teachers College, Columbia University, New York. We are grateful to Lyle for permission to use it.)

The learning window can be used in an action research group, and aims to enable the group to distinguish between what it knows and what it is inferring, and thereby acting on the basis that it thinks it knows. Making these distinctions helps to keep the group focused on data.

- Quadrant 1: what the group knows has to contain solid data that have been tested and meets with consensual agreement among group members.
- Quadrant 2: what the group thinks it knows catches the inferences and attributions that group members are making, and challenges the group

LEARNING WINDOW



to make those inferences explicit, to locate them in directly observable behaviour through the ladder of inference, and to see them as hypotheses to be tested, rather than accepting them as facts.

- Quadrant 3: this identifies the gaps in knowledge that the group knows it needs to address, and opens up an agenda for further data collection and hypothesis testing in action.
- Quadrant 4: this is the blind area where the group does not know what it does not know.

Fill in the panes of the blank learning window in Exercise 6.3 below with your group. Discuss what goes into each pane and the evidence that you have that locates this information in each particular pane.

1 What we know	2 What we think we know
3 What we know that we don't know	4 What we don't know that we don't know