

Transformative Learning (Mezirow, founding theorist)

Transformation: A change in the way people see their world and themselves in their world.

Transformative Learning: the process of construing and appropriating a new or revised interpretation of meaning of one's experience as a guide to action.

Key concepts:



experience – critical incidents or trigger events;



critical reflection – content, process, premise (examine long held beliefs, values about the experience);



dialogue and relationships that are supportive and trusting; and,



individual development.

Conditions conducive to fostering transformational learning include:



a climate of openness, safety and trust;



opportunities to explore alternative perspectives and approaches;



colleagues/mentors who are trusting, empathetic, caring, authentic;



opportunities for assessment and feedback

Engaging the life experience in a critically reflective manner is a necessary condition for transformation.

A defining condition of being human is that we have to understand the meaning of our experience.

TL Resources

Brookfield, S. *Developing Critical Thinkers: Challenging Adults to Explore Alternate Ways of Thinking and Acting*. San Francisco: Jossey-Bass, 1991

Cranton, P. *Understanding and Promoting Transformative Learning: A Guide for Educators of Adults*. San Francisco: Jossey-Bass, 2006.

Merriam, S. & Caffarella, R. *Learning in Adulthood: A Comprehensive Guide*. San Francisco: Jossey-Bass, 1999.

Mezirow, J., editor. *Learning as Transformation: Critical Perspectives on a Theory in Progress*. San Francisco: Jossey-Bass, 2000.

<http://www.transformativelearning.org/>

http://www.stephenbrookfield.com/Dr._Stephen_D._Brookfield/Home.html