

The Phases of Growth

Phases of growth

The table below explains what the phases of growth are about. Each of the 12 learning behaviours are briefly described at one of 5 levels of proficiency shown in the rows. These levels of proficiency grow and flourish when they are cultivated by teachers and supported by families.

The phases are drawn from Bloom's taxonomy of the affective domain.

This progression is long term. Some phases will take years for people to work through; some will never be worked through. None of the phases are inevitable. There may be a lifetime of development captured here.

Embodies; "I can't not."	Phase 'Embodies' (orange), in this phase the student has made this behaviour their own. It has become part of their character; they can't not do it and they have become highly skilled in doing it. A straightforward way to understand this phase is when students tend to say 'I can't not do this'
Organises; "I make sure."	Phase 'Organises' (yellow) is the phase in which the student capitalises on this 'in their interest' behaviour and gets themselves organised to use it positively. A straightforward way to understand this phase is when students tend to say 'I make sure I do'
Values; "I see why."	Phase 'Values' (green) is a key phase since the student now sees the value of behaving in this way. It's a win for them; to behave like this is in their interest. It's in this phase that the behaviour becomes more secure. A straightforward way to understand this phase is when students tend to say 'I see why'
Responds; "I'll try."	Phase 'Responds' (blue) is about gaining interest and doing things more willingly, building the skills and the willingness to deploy them. A straightforward way to understand this phase is when students tend to say 'I'll try'.
Receives; "Show me. Tell me."	Phase 'Receives' (purple) learners are beginning to explore the behaviour and are moving from a negative to a neutral mindset, often employing the skill or doing something because they are being told to or expected to. A straightforward way to understand this phase is when students tend to say 'Show me' or 'Tell me'
Lacks; "I can't. I won't."	Phase 1 'Lacks' (grey) In this 'Lacks' (grey) phase, students are minded to give up easily. There are all sorts of reasons for this; they may just be constantly distracted from the activity in hand; they may just need constant adult support; they may not know what might help them. Many students will need to be eased into learning how to learn in a classroom setting. A straightforward way to understand this phase is when students tend to say 'I can't' or 'I won't'

Phases of improvement

Where schools continue to put their emphasis merely on attainment they are offering a limited view of learning. Students' idea of themselves as a learner can only be gleaned from their grades or teacher comments; they know nothing of themselves as a learner nor how to strengthen their dispositions.

However, when students come to understand their own learning behaviours this gives them far more power and control over their own learning; it's something that will help shape them for the rest of their lives.