



1. F-act: Ce s-a intamplat?

(Strict faptele, nu pareri, opinii, prezumtii, interpretari personale etc)

2. RE-act: Cum am reactionat?

(Strict actiunea, reactia, nu trairi, simtiri etc)

3. IMPact: Cum m-am simtit?

(Strict impactul pe care experienta l-a avut asupra mea)

4. INTER-act: Cum as fi putut interactiona altfel?

(Ce as fi putut face diferit?, care sunt cauzele pentru care am interactionat astfel?)

5. ABSTR-act: Cum abstractizez experienta?

(Ce pot sa invat din acesta experienta?, Cum pot sa ma imbunatatesc/dezvolt/schimb?)

6. ! – act: Cum voi actiona diferit data viitoare?

Ciclul se explica astfel:

1. *Fact* – invatarea porneste intotdeauna de la o experienta concreta, un fapt.
2. *REact* – oamenii reactioneaza intotdeauna la cele ce se intampla. Are loc a doua etapa a invatarii, reactia.
3. *IMPact* – fie ca o constientizam sau nu, orice fapt si orice reactie a noastra are in impact asupra noastra, la nivel mental, emotional si social. In 90 la suta din cazuri invatarea se opreste aici, si, in realitate, procesul de invatare si de dezvoltare personala este blocat.
4. *INTERact* – De foarte putine ori ne intrebam: „de ce am reactionat asa?”, „ce impact a avut asupra mea si asupra celorlalti?”. Acesta este procesul prin care intecationam cu noi insine, proceul de reflectie. Fiecare are un stil propriu de reflectie, si fiecare dintre noi este mai mult sau mai putin inclinat sa reflecteze.
5. *ABSTRact* – si mai rar ne intrebam: „ce pot sa invat din acesta experienta ?” „Cum pot sa ma imbunatatesc/dezvolt/schimb?”. Este procesul de abstractizare si fixare a experientei in invatare si dezvoltare personala.
6. *act* – in baza invatarii, actionam diferit si ne schimbam, ne dezvoltam. Acesta este procesul de dezvoltare personala.

Intrebari (ENGLEZA)

1. What happened ? what was your experience? What are the facts?
2. How did you react? What did you do in that situation?
3. How did you feel? What impact did it have on you ?
4. What do you think are the possible solutions? What are the causes? Why this happened? What if you did something different – what could you have done differently?
5. What did you learn from this?
6. What will you do if this happens again?

Ciclul invatarii experientiale t-ACT

This tool is part of the Equilibrati Method

t-ACT - The Experiential Learning Debriefing Tool

t-ACT is both an Experiential Learning model and a step by step tool for debriefing sessions in trainings. It can help even a beginner find his/her way through the intricacies of a debriefing on any subject.

t-ACT - the Experiential Debriefing Process

This model is started from Kolb's Learning cycle used in Formal Education, used widely in Non-Formal Education as well. However, the model has certain limitations:

- very abstract and difficult to comprehend by non-experts
- does not clearly cover all learning steps
- difficult to memorize
- extremely difficult to use in debriefings

For these reasons, we created a model that addresses all these shortcomings. Its name comes from the fact that all the six steps have the ACT particle inside the keyword.

The model can be briefly presented this way:

1. Fact – learning has its origins in a specific experience, a Fact of life. These happen everyday, but only a few of us are able to observe, understand, reflect, learn and better themselves through each experience.
2. REact – To each Fact or experience happening to us we REact. It's natural, it's human, and most of the times, this is where learning ends. We fail to see beyond our reactions. We just state them, or we are not even aware of them. For most people, Personal development through experiential learning is blocked here.
3. IMPact – whether we are aware of this or not, every Fact of life has an IMPact on us, an emotional imprint that most of the time we do not see. It is difficult and sometimes unnatural to ask ourselves how we felt about a specific experience. Therefore, the learning process does not happen.
4. INTERact – The next step in the learning process is to reflect, to INTERact with us, with the others, with the environment. We have to ask ourselves questions like "What do you think are the possible solutions? What are the causes? Why this happened? What if you did something different – what could you have done differently?"

5. ABSTRact – Forward, to transform this into learning, we have to capitalize on our process by ABSTRacting what happened. We have to understand what we have learned from this, how can we become better knowing through this experience.

6. act – The final step of learning is the resolution to act. "After this experience, next time I will act differently". This is the step where we form new behaviours, decide how will we act next time in a similar situation.

t-ACT - the Experiential Learning Process

The t-ACT cycle can be used as a very clear and simple tool for debriefings in trainings. For any fact that happened, simulated or real, simply follow these 6 questions:

1. What happened ? what was your experience? What are the facts?
2. How did you react? What did you do in that situation?
3. How did you feel? What impact did it have on you ?
4. What do you think are the possible solutions? What are the causes? Why this happened? What if you did something different – what could you have done differently?
5. What did you learn from this? How can I better myself through this experience?
6. What will you do if this happens again?