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# MAXIMIZING LEARNING

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CPT's training is participatory, recognizing the wealth of experience, wisdom, and skills that each person brings to the process. It is experiential, utilizing tools and exercises such as role plays that engage each participant in practicing skills.

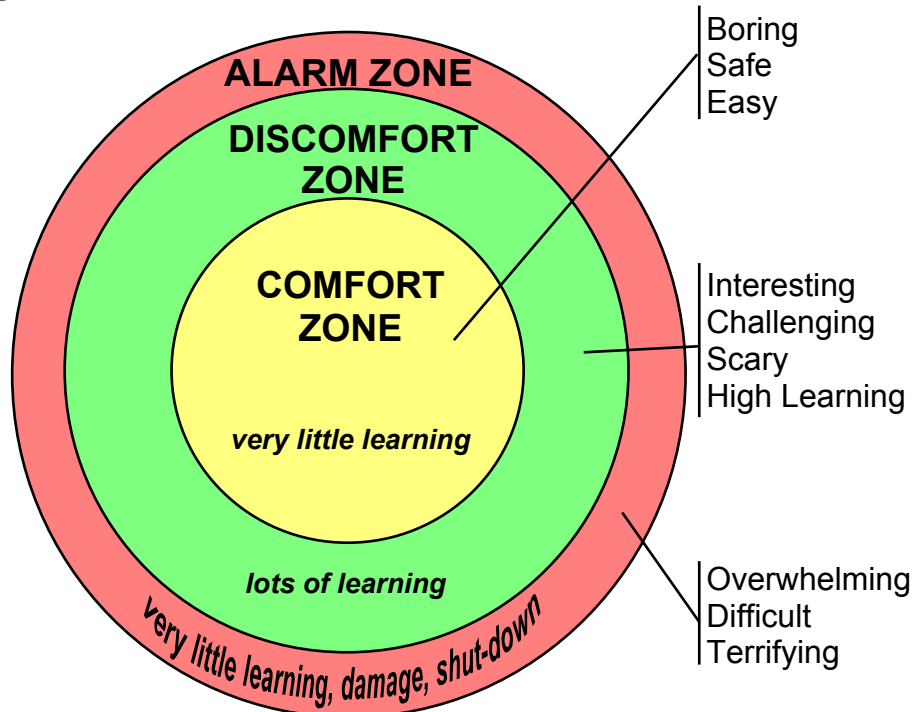
In training, you are encouraged to reflect on ways in which you tend to maximize the value of a learning experience and ways in which you may minimize learning or "tune out." Here we introduce two tools that can help you maximize learning during training: 1) Comfort Zones; 2) Buddy Check-ins.

## COMFORT ZONES

Learning takes place when people step out of their "comfort zone" into their "discomfort zone." Once someone survives a trip into their discomfort zone, their comfort zone is enlarged. She or he knows they can do that thing again.

Activities which *challenge* people force them into a discomfort zone. But experiences which are *too* challenging can force people into their "alarm zone," where fear and distress shut down learning.

In the relatively safe space of training, we encourage you to *embrace your discomfort zone*. Step into it regularly and watch your comfort zone stretch and grow.



## BUDDY CHECK-INS

Learning can be enhanced with support. During training, each of you will pair up with one other participant who will be your "Buddy" to check in with each day. You and your buddy can reflect together on the different training activities and support each other to maximize those learning experiences.