Step One: Understand Maslow’s Hierarchy & its Relationship to Learning

![Maslow's Hierarchy of Needs Diagram]
## Best Practices Tip Sheet: Learning Environments

### Step Two: Integrate Practical Ways to Meet Learners’ Needs

<table>
<thead>
<tr>
<th>Domain</th>
<th>Practical Ways to Meet this Need</th>
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| Physiological  | • Recognize when learners need food or water. Show them where they can put their lunch/buy food  
• Provide snacks or a beverage break  
• Give bathroom breaks  
• Respect duty hours and make sure they are followed  
• Acknowledge when learners seem compromised by fatigue or stress. Ask “how are you right now?”                                                                                   |
| Safety         | • Show learners where they can safely put their belongings  
• Make sure learners can get home safely  
• Make sure your learners are trained on ALL required safety protocols. Don’t put learners in dangerous situations  
• Create an environment where it’s okay to ask questions  
• When asking questions, start with easy ones. Ease up to harder questions  
• Use buzz groups or think-pair-share to make group questioning safe. Let learners “phone a friend”  
• Admit when and what you don’t know  
• Communicate clear expectations                                                                                                                                   |
| Belongingness  | • Always ask learners their name! Find ways to remember them; Let learners know your name and how they can reach you  
• Reach out to learners before the start of a class or rotation. Tell them where to go day one, what time to arrive, what to bring.  
• Provide a one-page information guide/cheat sheet with key information  
• Take 5 or 10 minutes to orient learners; Introduce learners to key individuals; Show learners where they can do their work  
• Make learners feel useful and valuable by assigning roles and tasks appropriate to skill level  
• Ask learners their short and or long-term goals and how they best learn. Use this information to guide your teaching  
• Welcome and promote diversity and inclusion                                                                                                                     |
| Esteem         | • Give positive feedback when it’s deserved.  
• Give learners tasks or questions at the correct ability level  
• Correct wrong answers in a supportive way. Normalize incorrect answers  
• Preserve esteem by debriefing after a challenging situation or event                                                                                               |

## Step Three: Contribute to a Culture of Respect

- Faculty model professionalism & set a positive learning environment
- Learners adopt these behaviors as their own
- Learners become faculty who support the culture of respect