

Best Practices Tip Sheet: Learning Environments

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



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Step Two: Integrate Practical Ways to Meet Learners' Needs

Domain	Practical Ways to Meet this Need
Physiological	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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