



# The 4-A Learning Sequence™

## Designing Effective Adult Learning

The 4-A Model is a tool to guide the process of creating both a learning task and the learning event as a whole. Together, the four components of the model complete a learning cycle. You decide which parts are appropriate for any learning task or a workshop you design. Generally, a learning task requires at least an ADD and an APPLY step, and a learning event will start with an ANCHOR and end with an AWAY.

### The 4-A Learning Sequence

One effective sequence of a learning task is to use this sequence



**ANCHOR**—a task that has the learner access their own prior knowledge or experience with the topic/content/or similar experience (i.e., “Describe your best learning experience of...”)



**ADD**—a task that has the learner hear/ see/ experience a substantive new piece of content: information, research, theory, skill (i.e., this can be with PowerPoint, film clip, demonstration, etc.)



**APPLY**—a task that has the learner do something (there and then) with the new content (i.e., practice, application, case studies, compare, etc.)



**AWAY**—a task that connects the new learning back to the life of the learner and its future use (i.e., a personal action plan, commitment, projection into future, etc.)

### Example of a 4-A Learning Sequence Task



**ANCHOR**—With a neighbor, **describe** one challenge you've encountered in maintaining a healthy diet.



**ADD**—**Watch** this short Prezi that describes five habits that can help you maintain a healthy diet.



**APPLY**—**Review** weekly menu of the Smith Family and **suggest** two changes that would make it healthier.



**AWAY**—**Name** one change that you might make in the future to eat more healthily.



# 4-A Template

Content

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Learning Objective(s)

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<b>Anchor</b> A task that has the learner access their own prior knowledge or experience with the topic/content/or similar experience (i.e., “Describe your best learning experience of...”)	
<b>Add</b> A task that has the learner hear/ see/ experience a substantive new piece of content: information, research, theory, skill (i.e., this can be with PowerPoint, film clip, demonstration, etc.)	
<b>Apply</b> A task that has the learner do something—there and then—with the new content (i.e., practice, application, case studies, compare, etc.)	
<b>Away</b> A task that connects the new learning back to the life of the learner and its future use (i.e., a personal action plan, commitment, projection into future, etc.)	