



1<sup>st</sup> - 2<sup>nd</sup> - 3<sup>rd</sup>  
loop learning

# Key Principles of Learning as a Process



**1. Reflection:** Reflection allows individuals to examine their assumptions, biases, and habitual responses.

**2. Exploration:** The exploration of possibilities and perspectives fosters creativity and expands thinking.

**3. Discernment:** Discernment involves distinguishing what truly matters to the client from external pressures or surface-level desires.

**4. Self-Discovery:** Learning as a process enables clients to discover more about themselves—their values, fears, and aspirations—which is often more valuable than the solution itself.

All these paving way for the CHANGE ....

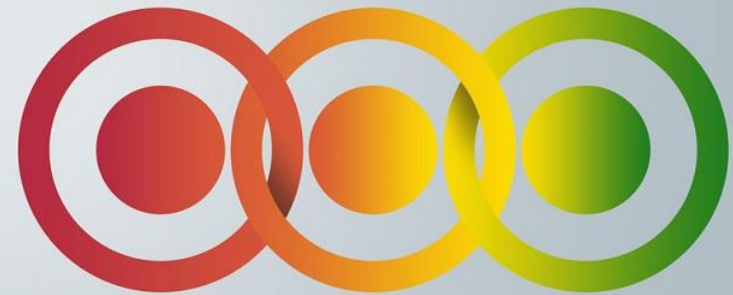


# ....we are creatures of habit



.....so learning and change can be a tricky thing to drive.

Some kinds of change are harder to implement than others.



3 levels help support our thinking about what drives learning and change most effectively.

# Single Loop Learning



Single loop learning tends to focus on improving what we already do and how we action.

- Single loop learning means adapting your responses and arguments when they don't work
- Exploring different ways to create the same message.
- You keep going on the same similar track or keep trying to solve a problem without questioning what you are doing.

What are your actions ?



# Double Loop Learning

Double loop learning involves thinking differently to break through roadblocks.

At this stage you examine your own framing. Are you doing the right things?

Double loop learning focuses more on our assumptions or the frame we hold as we move forward and act.

Double loop learning means you fundamentally reshape your own thinking patterns, changing goals, tactics and strategies to get the breakthrough you want.

What thoughts and patterns support your actions ?





# Triple loop learning is the most transformative and challenging.

. It's all about transforming who you are, in other words shifting your own context, your identity, even your point of view about yourself or the situation.

It is about openness to finding new or even radical perspectives.

Triple loop learning leads you to move to a different way of being and make new options, helping change the broader context at the same time.

Triple loop learning gets much more to the heart of the matter. It requires more reflective questioning and deep curiosity about what is going on for us

Who am I being when I want this ?



# Triple loop learning

- Triple-loop learning often challenges our biases, blind spots, hidden beliefs, real wants and goes straight to the core of things.
- Triple loop learning focuses on deeper issues, the why behind our motivation and actions, identifying purpose and the values that are important to us.
- It often changes how we see ourselves at a core level, shifting our thinking and consequent actions.

TRIPLE LOOP LEARNING

# 2<sup>nd</sup> & 3<sup>rd</sup> Loop learning in Coaching



In coaching, "double-loop learning," is where a **coach** helps a client not only adjust their actions but also question the underlying assumptions and mental models that drive those actions, leading to deeper change;

while "triple-loop learning" **involves** a deeper level of reflection, prompting the client to examine their core values, identity, and purpose, potentially leading to significant personal transformation, going beyond just changing behaviors or thought patterns.



# How a coach might use these loops

- **Double loop learning:**
  - *Asking probing questions to uncover underlying assumptions behind a client's behavior.*
  - *Challenging limiting beliefs that might be hindering progress.*
  - *Exploring alternative perspectives and strategies.*
- **Triple loop learning:**
  - *Facilitating deep introspection to identify core values and motivations.*
  - *Encouraging the client to consider how their identity might be impacting their actions.*
  - *Exploring the broader context and systemic issues that might be influencing the client's situation.*