VU Mixed Model- Learning Strategies

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| **Phases** | **Learning strategies** |
| **Phase 1. Sensitizing:** Sensitizing students to their own frame of reference and the existing diversity in the group,  Creating a safe learning environment to do so   | * Reduce anonymity
* Explore values and assumptions
* Establish ground rules for interaction and discussion
* Monitoring learning environment
* Induction of identities
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| **Phase 2. Engaging:** Students learn how to interact with perspectives, approaches, and styles different from their own   | * Structure interaction with other perspectives
* Create “in between” spaces for interaction
* Dispel the illusion of explanatory depth
* Integrate conflict management
* Reinforce the ground rules for interaction and discussion/monitoring learning climate
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| **Phase 3. Optimizing:** Students learn how to interact with perspectives, approaches, and styles different from their own   | * Combine perspectives in a structured way
* Switch between perspectives to stimulate cognitive flexibility
* Reflect on the learning process
* Reward students for capitalizing on perspectives
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