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 |
| **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 |
| **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 |