

## Transformational Learning

From Mezirow's Transformational Learning Theory

According to Mezirow's theory there are four stages that people go through in the transformational learning process.

- 1) It begins when they are faced with a disorientating dilemma—this can often be of personal significance.
- 2) People then engage in critical reflection and reevaluate assumptions they hold about themselves and the world. They may realise that something is not consistent with what they have held to be true. This reflection on previously held meaning or meanings can result in a perspective transformation or a change in a world view.
- 3) They engage in discourse with others about the change, seeking validation of their shift in perspective.
- 4) They live the new idea, and their behaviour changes to meet the new perspective.