



People-Based Learning Consultancy *A Guide for Learning With & Through One Another*

Every educator carries experiences, questions, successes, and unfinished thinking that can help someone else move forward. The PeBL Consultancy Guide creates intentional space for that learning to happen. Rather than solving problems for one another, we use the wisdom of the group to expand perspectives, surface assumptions, and generate new possibilities. ***This is People-Based Learning.***

To begin: Think about a **problem of practice**. Choose something that:

- Matters to you.
- You haven't already figured out.
- You have the ability to influence.

Frame it as an open question.

Instead of...	Try...
How do I get teachers to change?	How might I create the conditions that invite teachers into this work?
How do I get students to participate?	How might I create experiences that make participation feel meaningful and worthwhile?
How do I get parents to engage?	How might I make it easier and more valuable for families to contribute what only they can?

How do I convince people?	What experiences might help people arrive at their own conclusions?
How do I get everyone on board?	What would make this work feel relevant enough that people want to join?
How do I get people to care?	How might I connect this work to something people already care deeply about?
How do I get people to trust one another?	What experiences could help trust grow over time?
How do I make people learn this?	How might I create the conditions where this learning becomes irresistible?
How do I get better ideas?	How might I create a space where unexpected ideas can surface?
How do I make this meeting productive?	What conditions would help everyone contribute their best thinking?

The Process

1. CONNECT

Share your dilemma. Help the group/your partner understand the context and the tension.

The group just listens first, then asks:

- Clarifying questions (to understand)
- Probing questions (to deepen thinking)

REFLECT

Listen as your colleagues discuss your dilemma. Your job is not to respond or defend.

Instead:

- Notice what surprises you.
- Listen for assumptions.
- Capture ideas that shift your thinking.
- Pay attention to what keeps resurfacing.

AFFECT

Group offers ideas to address the challenge.

You respond to the ideas.

Close by reflecting:

- What challenged your thinking?
- What new possibilities emerged?
- What is **one action you want to try next?**

Learning becomes meaningful when it changes how we think or what we do. The goal is **not to solve someone's problem**. The goal is to help one another think more deeply. Because when we intentionally learn with and through one another, everyone leaves with more than they brought.