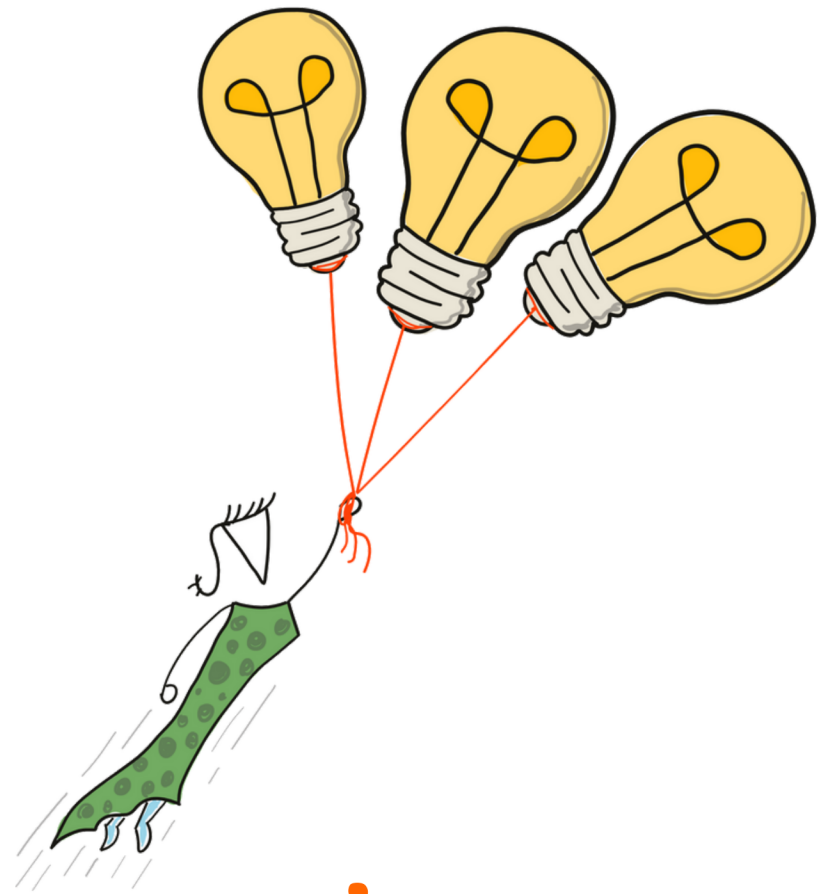# Celebrate your learning with C4 Conclusions

from Sharon Bowman's Training from the BACK of the Room! (TBR)
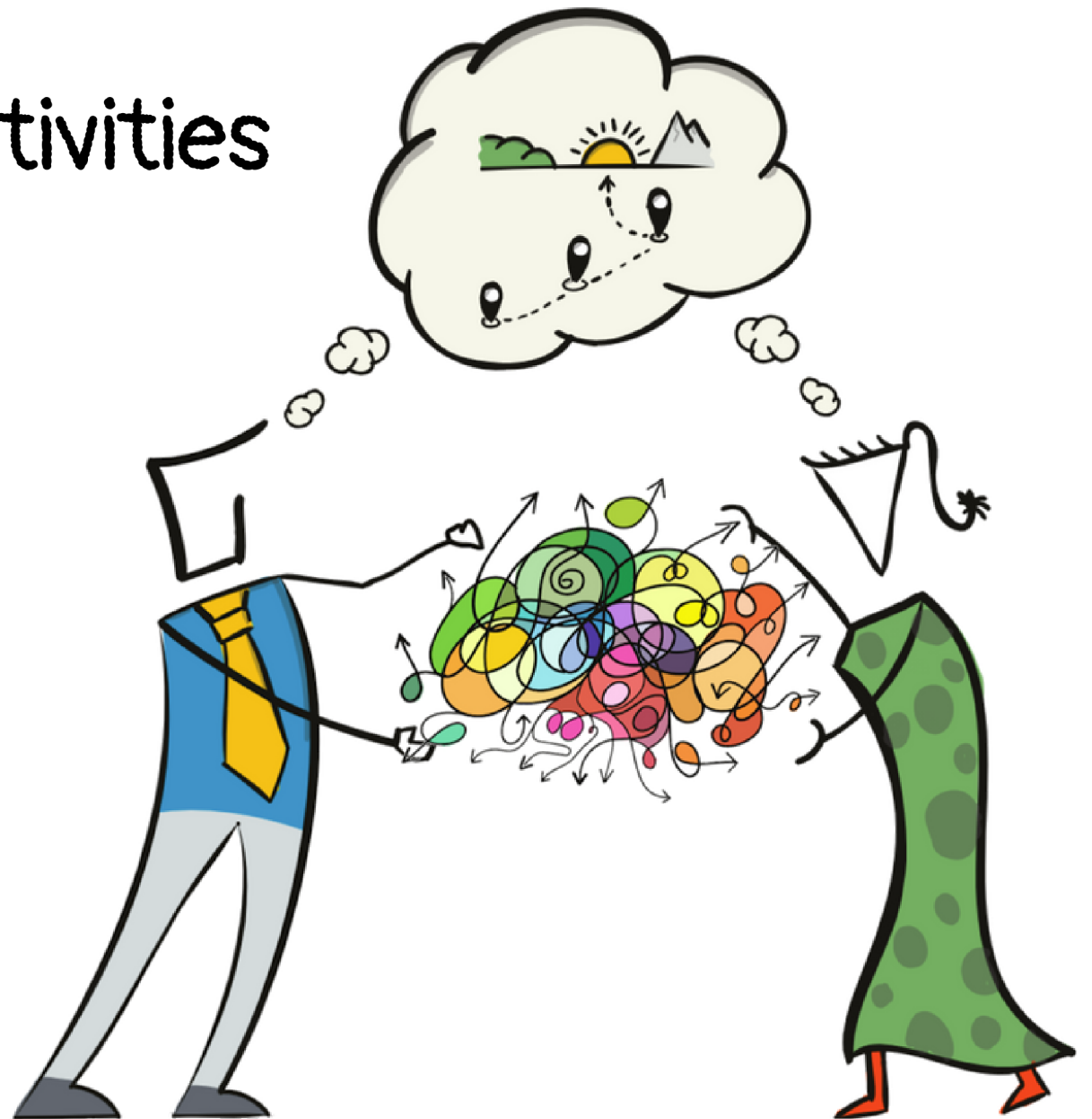
## ACTINEO

# C4 Conclusions

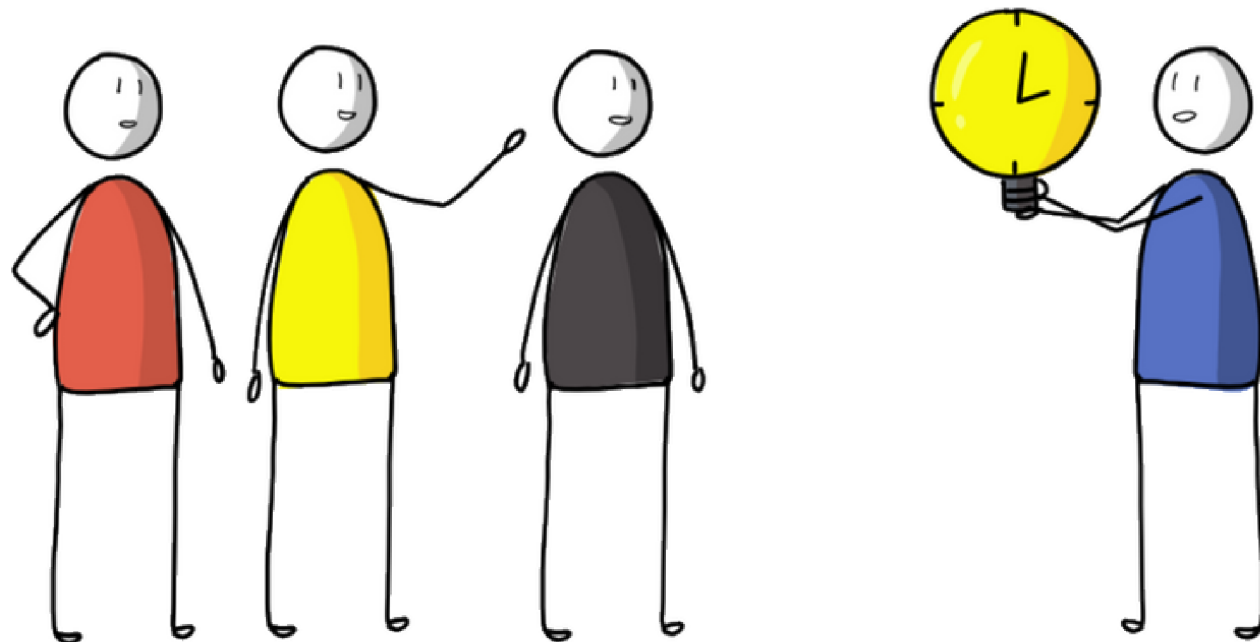The final step of The 4Cs instructional design and delivery model is C4 Conclusions.

During Conclusion activities learners:

- reflect.
- summarise.
- evaluate.
- celebrate.
- plan.

# Why do we use C4 Conclusions?

The recency effect tells us that people recall recent information best. More so than information which came before.
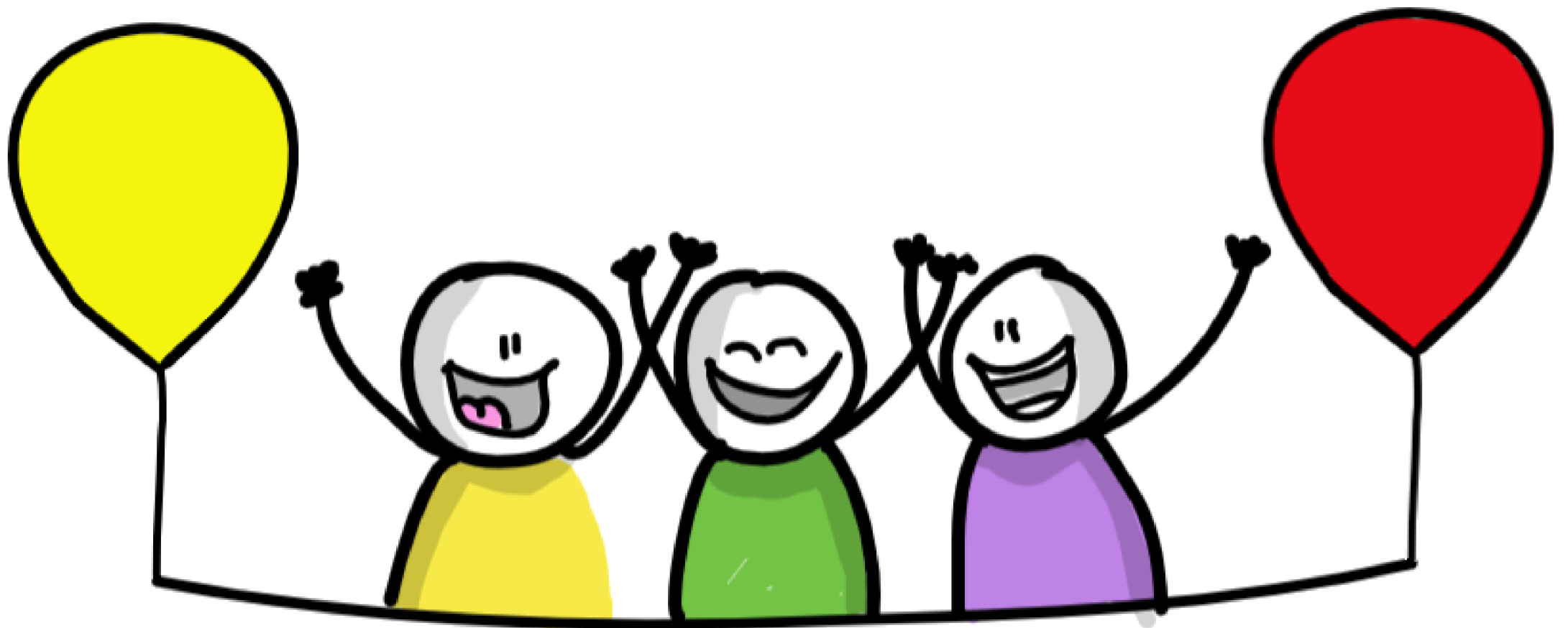
# Why do we use C4 Conclusions?

Reflection combines Retrieval Practice (what did I learn?) with Elaboration (what does this mean?).

Retrieval Practice and Elaboration improve the retention of new knowledge.

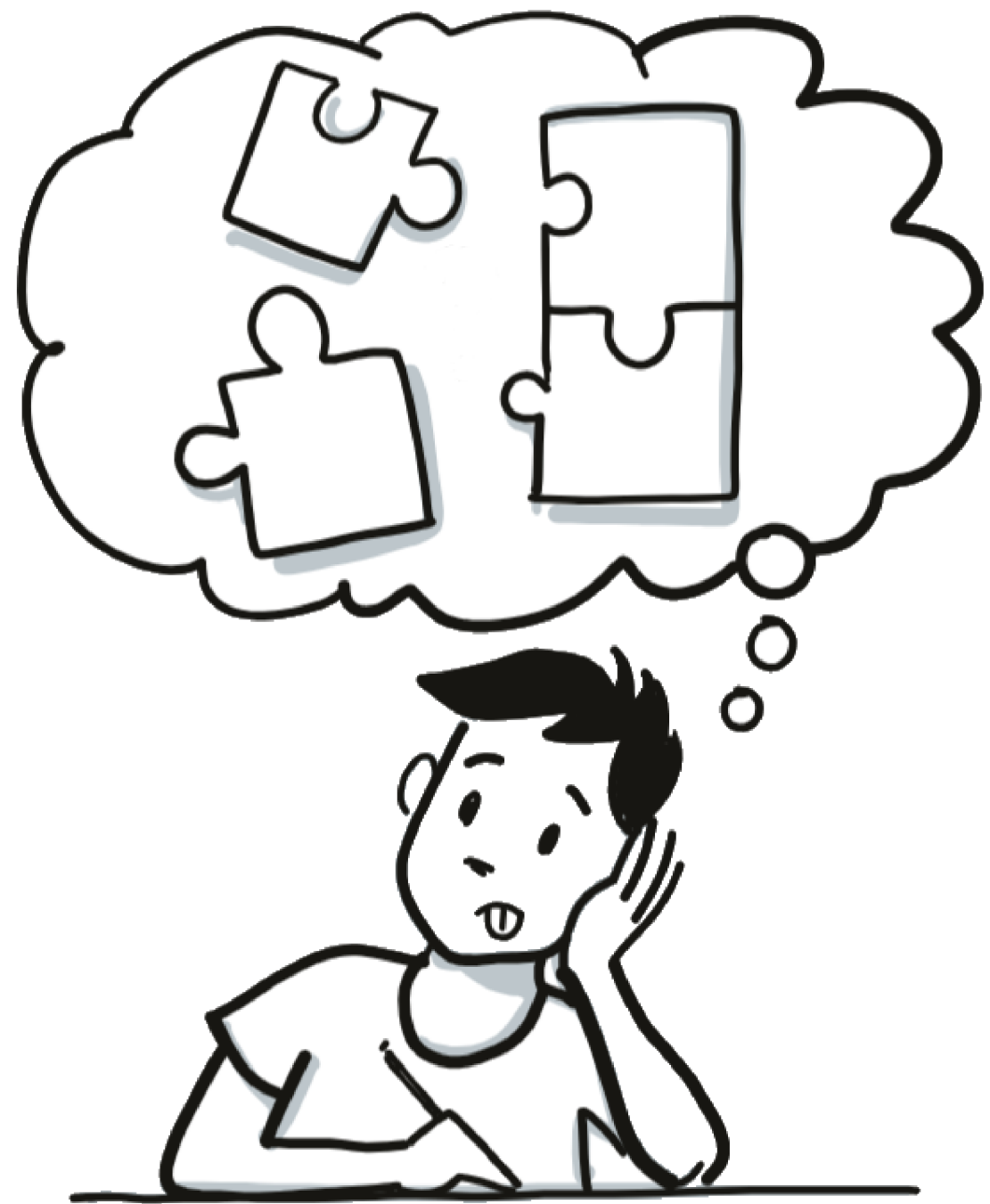# Why do we use C4 Conclusions?



When learners celebrate learning, they associate positive emotions with their new knowledge. This can also improve retention.
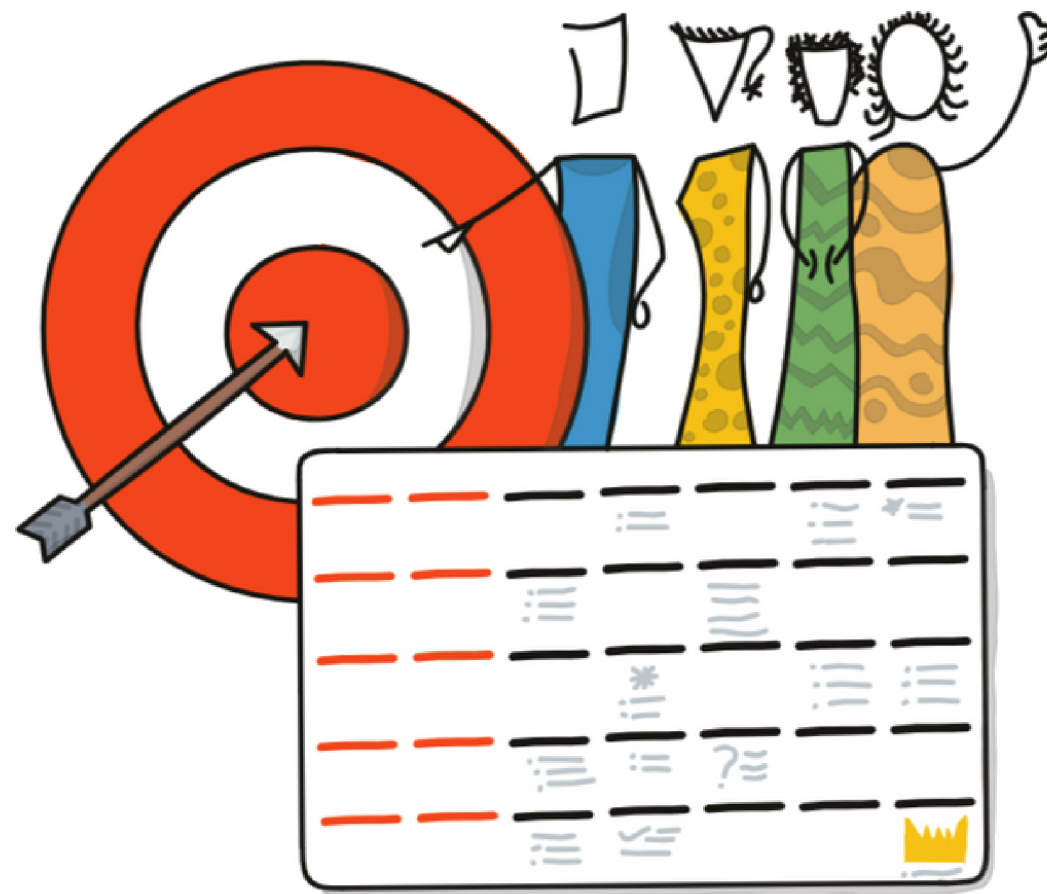
# How do we do C4 Conclusions?

Provide learners with quiet time to reflect on what they have learned.

Invite learners to write a summary of their learning.
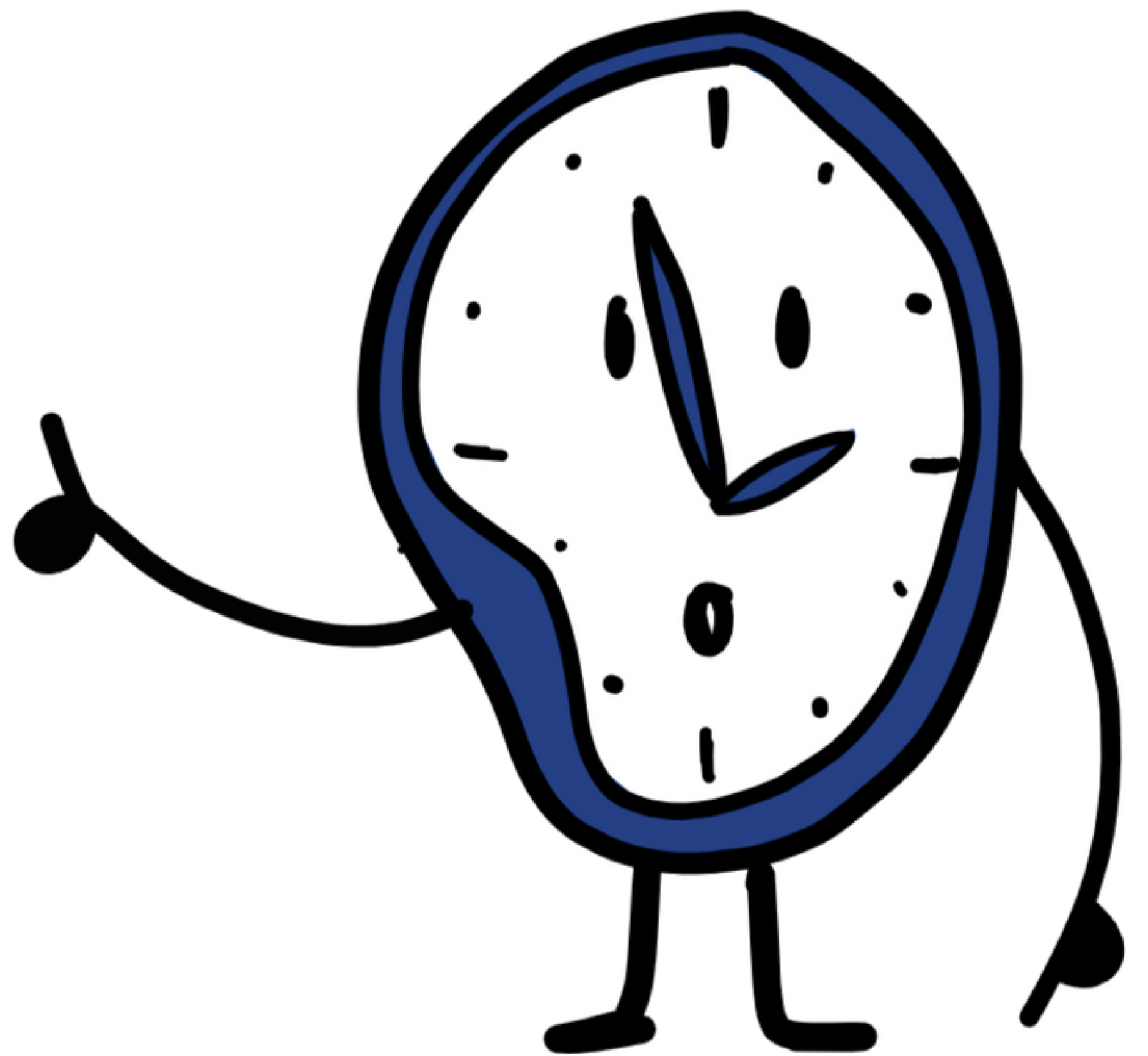
# How do we do
# C4 Conclusions?

Ask learners to plan what they would like to do with their new knowledge.



Learners share their plans and celebrate with their fellow learners.

# Avoiding Common C4 Conclusions Mistakes

Don't skip the Conclusion step. If you are running out of time, reduce the time available for other parts of the training. Conclusions are vital.

# *Avoiding Common C4 Conclusions Mistakes*

Don't make the common mistake of finishing training with feedback forms. Gather feedback forms earlier. Collecting feedback at the end of the class wastes the recency effect.

What would you prefer? Learners remember their feedback form? Or learners remember their biggest insights and their plans for using them?

# *Avoiding Common C4 Conclusions Mistakes*

Don't allow people to talk or make noise over the top of quiet reflection time.

To "mute the room", ask the group if it is OK to be silent for a few minutes to allow people to be with their own thoughts.

# Avoiding Common C4 Conclusions Mistakes

Provide time for sharing – humans are social beings.



When learners share their plans, they are more likely to carry out their plans.

# C4 Conclusions Examples (& where to find them)

## Learning Logs
Training from the BACK of the Room! pp.214

## Rapid Reflection
Using Brain Science To Make Training Stick pp.221

## The Walkabout
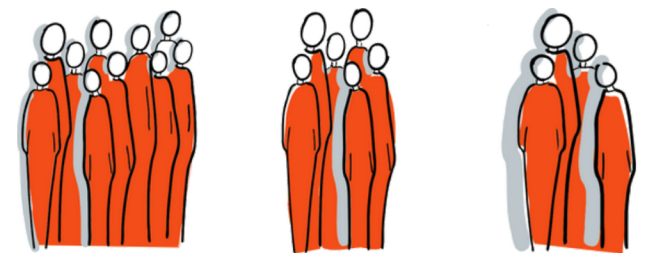Using Brain Science To Make Training Stick pp.161

## Celebration Circle
Training from the BACK of the Room! pp.231

## Take a Stand
Training from the BACK of the Room! pp.221

# *Want to know more about*
# *The 4Cs and TBR?*

## Scan the QR code



## or visit

## https://actineo.xyz/tbr



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