

## 10. THREE CHAIRS OF MY LEARNING

This method helps to visualise the three main elements of a given competence: attitude + skill + knowledge.



### GROUP SIZE

For individual work with one participant,  
or for a group divided into pairs



### DURATION

60-90 minutes

### RESOURCES & PREPARATION (SPACE, MATERIAL, EQUIPMENT, PEOPLE)



- Three chairs
- Three labels: "Knowledge", "Skills", "Attitudes"
- Clipboard with paper for taking notes



### OBJECTIVES

- To raise awareness of competences developed in the project; specifically, the knowledge, skills and attitudes behind those competences
- To provide a basis for self-assessment for the participant's Youthpass certificate

### DESCRIPTION OF THE METHOD STEP BY STEP



Step 1

Affix one label to each of the three chairs. Before you start with the exercise, ask the participant if they understand these three terms clearly. For example, in relation to team work, "Knowledge" would mean they understand that open communication is an important aspect for team work. "Skills" refers to their ability to express themselves openly and clearly. "Attitude" refers to their willingness to share their own or hear about other team members' perspectives.

Next, tell the participants that in this exercise they are invited to play the roles of Knowledge, Skills and Attitudes gained in their project. This will allow them not only to talk about their competences, but also to feel them.

Then follow the instructions from the handout.

### DEBRIEFING QUESTIONS

Ask your participants for a quick feedback on how the exercise went. Then share your notes. Ask them to articulate in their own words what main competences they gained during the project.

### THINGS TO KEEP IN MIND

During role play, ensure that participants stick with their roles and speak in the first person ("I...") rather than use "It...". During the interviews with the roles, create a relaxed atmosphere and stage the exercise like an informal chat. It should not feel like an interrogation or exam.

For further assistance in writing down learning outcomes, feel free to use other exercises from this handbook, like Cheat sheet or Pyramid of learning.

### ADAPTED BY

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step 2

step 3





*Important:*  
Keep a pen ready so  
you can take notes  
for your participant.

## Three chairs of my learning

*step 1*

First, **present the three chairs** that represent learning in the sense of Knowledge, Skills and Attitudes. Explain that in this exercise, the participant is asked to assume the roles associated with these three chairs.

*step 2*

Invite the participant to **assume the role of Knowledge** developed in the project (ask them to sit in the Knowledge chair). Then interview them in the role of Knowledge, asking the questions below (ensure that the participant sticks with the role and speaks in the first person (“I...”) rather than use “It...”). As you do this, take notes for your participant.

- Hello, Knowledge, good to meet you! What kind of knowledge are you?
- What other knowledge is there?
- How were you developed in this project?
- How do you make yourself visible to others?
- How can you be used in \_\_\_\_\_ (participant's name) life?

step 3

Thank Knowledge. Then ask the participant to **take the role of Skills** developed in the project. Proceed as above: interview Skills and take notes.

- Hello Skills, good to meet you! What kind of skills are you?
- What other skills are there?
- How were you developed in this project?
- How do you make yourself visible to others?
- How can you be used in \_\_\_\_\_ (participant's name) life?

step 4

Thank Skills and ask your participant to **take the role of Attitudes** developed in the project. Repeat the procedure and take notes.

- Hello, Attitudes, good to meet you. What kind of attitudes are you?
- What other attitudes are there?
- How were you developed in this project?
- How do you make yourself visible to others?
- How can you be used in \_\_\_\_\_ (participant's name) life?

step 5

Now ask your participant to **exit from the last role**. Then summarise the outcomes for them: "What we have discovered is that in this project you have gained... (list knowledge)... (list skills)... (list attitudes)... that can be useful for.... Is there anything you would like to add?"

step 6

Then **give your notes to the participant** and ask them to use them as a basis for filling in their self-assessment.