Academy of Learning: Teacher's Resource

Mentor's Guide: Supporting Meaningful Workplace Learning

This guide is designed for clinical educators, workplace mentors, and supervisors who support students or early-career professionals in applied learning environments. Use this resource to encourage reflective practice, prevent the spread of bad habits, and promote the integration of theory with real-world application.

✅ Quick-Check: Are Students Picking Up Bad Habits?

Watch for these signs:

- Student consistently skips essential steps.
- Learner mirrors outdated or risky practices without question.
- Signs of disengagement or low curiosity.
- Learner seems confused about the difference between classroom teaching and observed behaviour.

🧠 Reflective Prompts (Ask Your Student)

- What did you notice today that surprised you?
- Did you observe anything today that contradicts what you've been taught?
- How did today's experience align with your goals or values as a future professional?
- What would you do differently if you were leading that task?

🗂 Mentor Tips for Better Learning

- **Name the "Why"**: Always explain why a process or standard matters.
- **Reinforce Reflection**: Ask open questions instead of giving quick answers.
- **Model Vulnerability**: Share a story about when *you* had to unlearn a bad habit.
- **Support with Scaffolding**: Help students connect what they see to theory.
- **Stay Curious**: Invite the learner's perspective—you might learn something too.

↺ The ORRR Debrief Model

Use this simple tool after a shift, experience, or event:

Observe – What did you see?
Reflect – How did it feel? What did it mean to you?
Reframe – What other perspectives or theories apply?
Reinforce – What will you do differently or repeat next time?

📓 **Bonus: What Good Learning Looks Like**

Post this somewhere visible!

- ## Students ask questions and stay curious.

- ## Practice is safe, ethical, and reflective.

- ## Mistakes are learning opportunities, not failures.

- ## The team models best practice and discusses "why" behind actions.