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“Well, I messed that up” Learning through simulations and reflection

Kelsey L. Merlo, Ph.D.

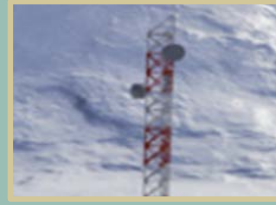
Learning in the moment



Learning in reflection



Surviving Calamity in the Arctic



Monitor
seismic
activity

Medical
Tasks

Mechanical
Tasks

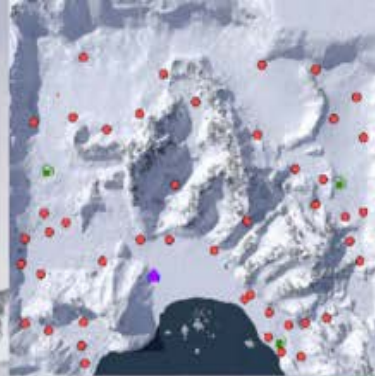
Emergency
Tasks

Team Score: 0

My Score: 0

SE

S



Medical - 6

Technical - 15

Scout - 18

Mechanical - 9

Terrain - 9

Fuel: 39.89 Liters

25 km/h

NOAA: Moderately severe storm centered at western edge of Ross Island.

Satellite Report: Wide beam scan revealed very hazardous terrain in the vicinity of Mackay Glacier.

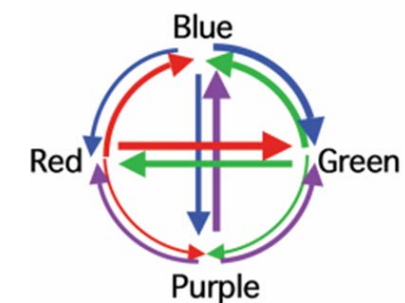
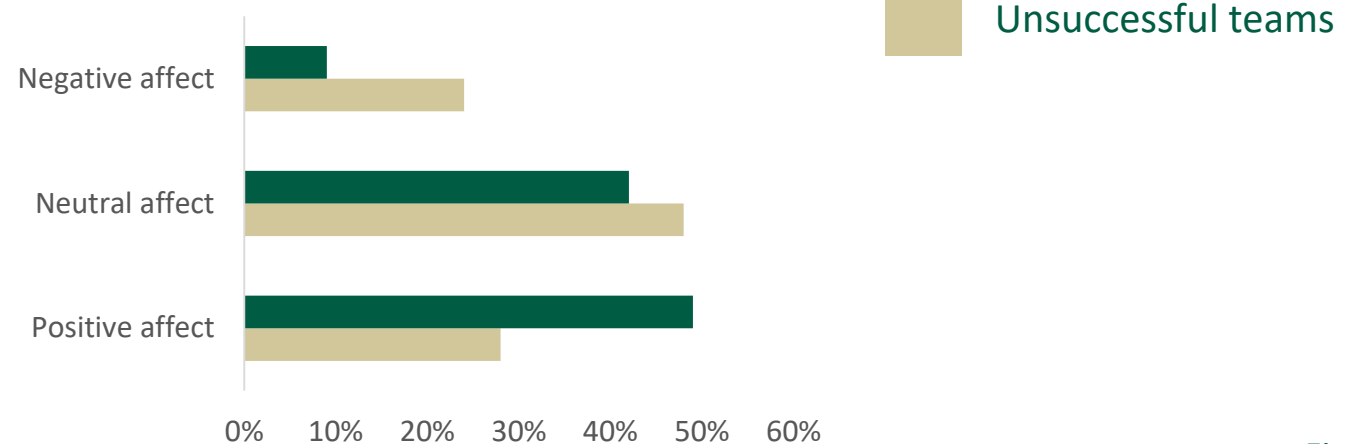
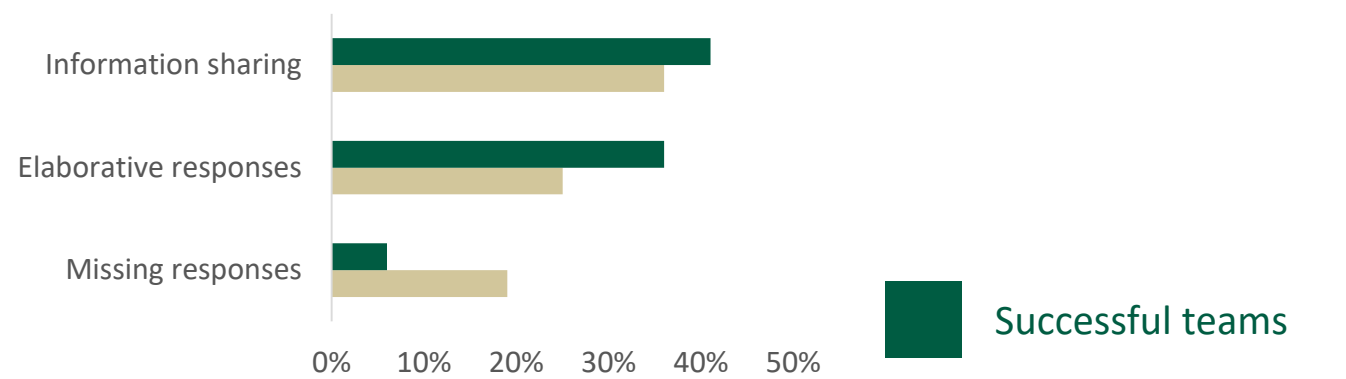
Emergency Task: A flash fire has damaged equipment and injured people.

Satellite Report: Wide beam scan revealed very hazardous terrain in the vicinity of Mackay Glacier.

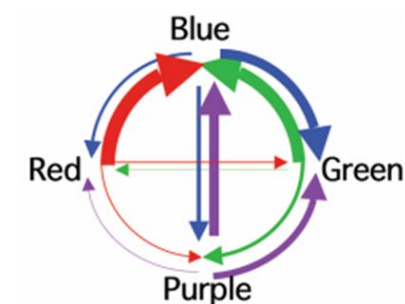
Satellite Report: Wide beam scan indicates the pass over Mackay Glacier.

00:00:24

Successful and unsuccessful teams communicate differently

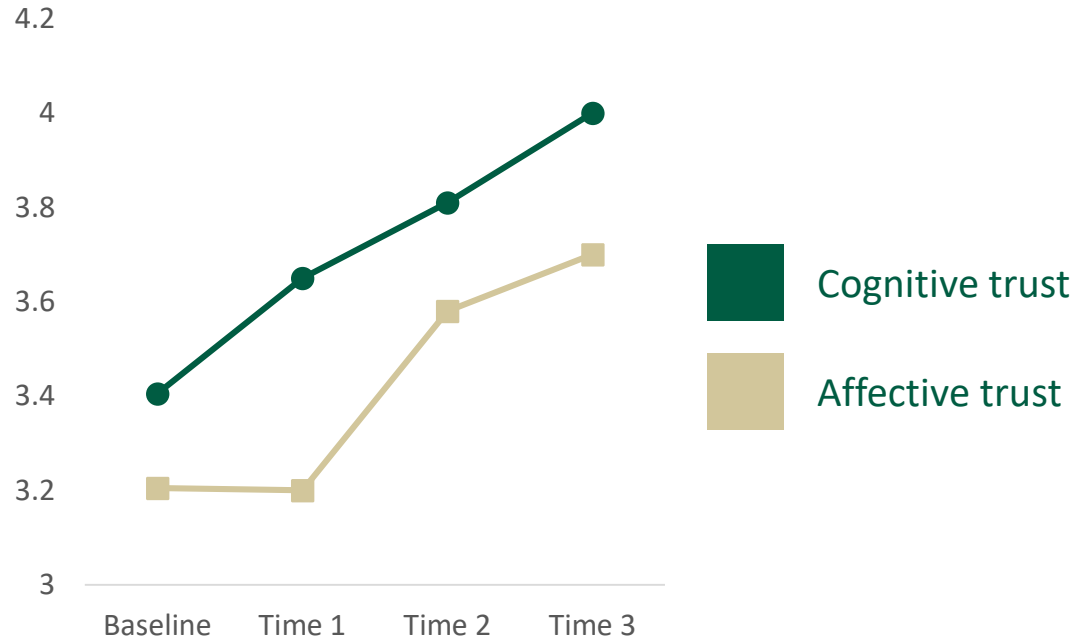


Successful Team



Unsuccessful Team

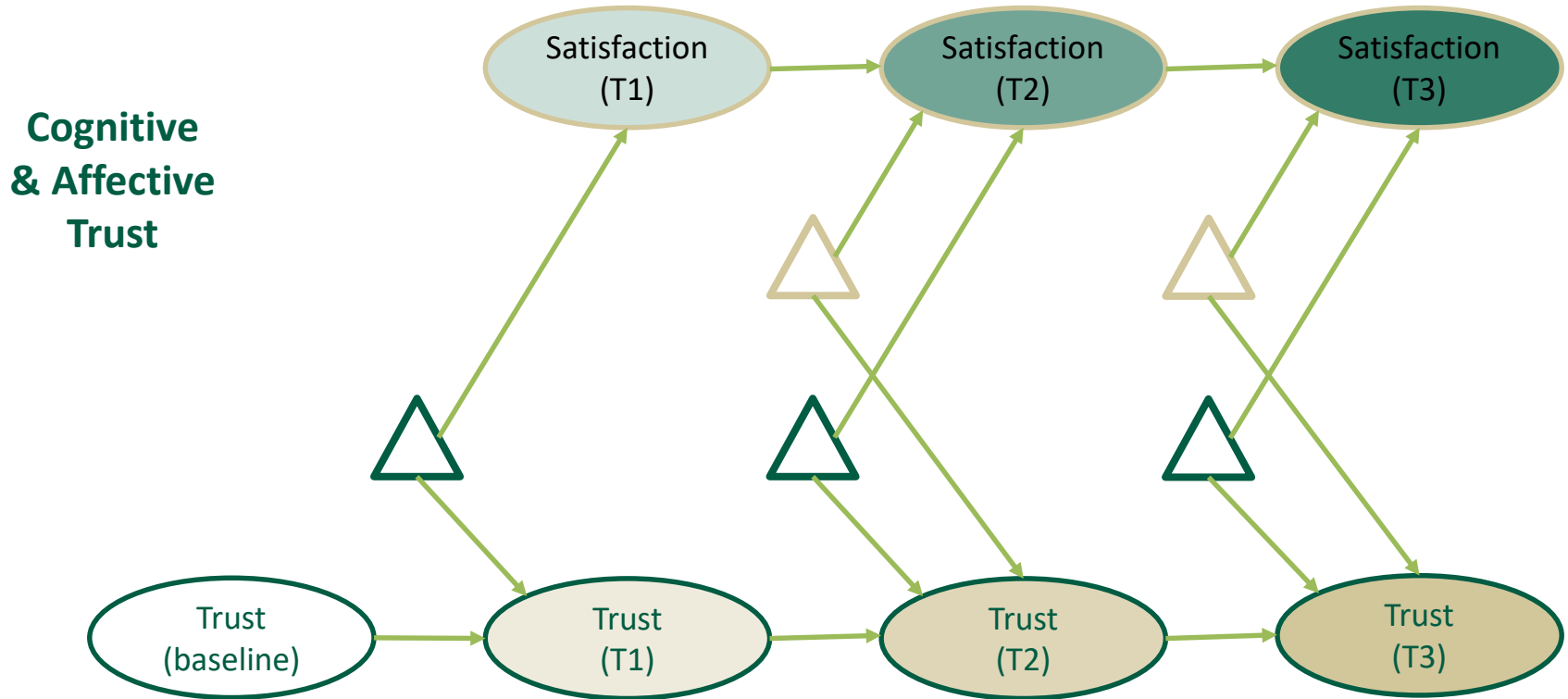
Trust develops over time in teams



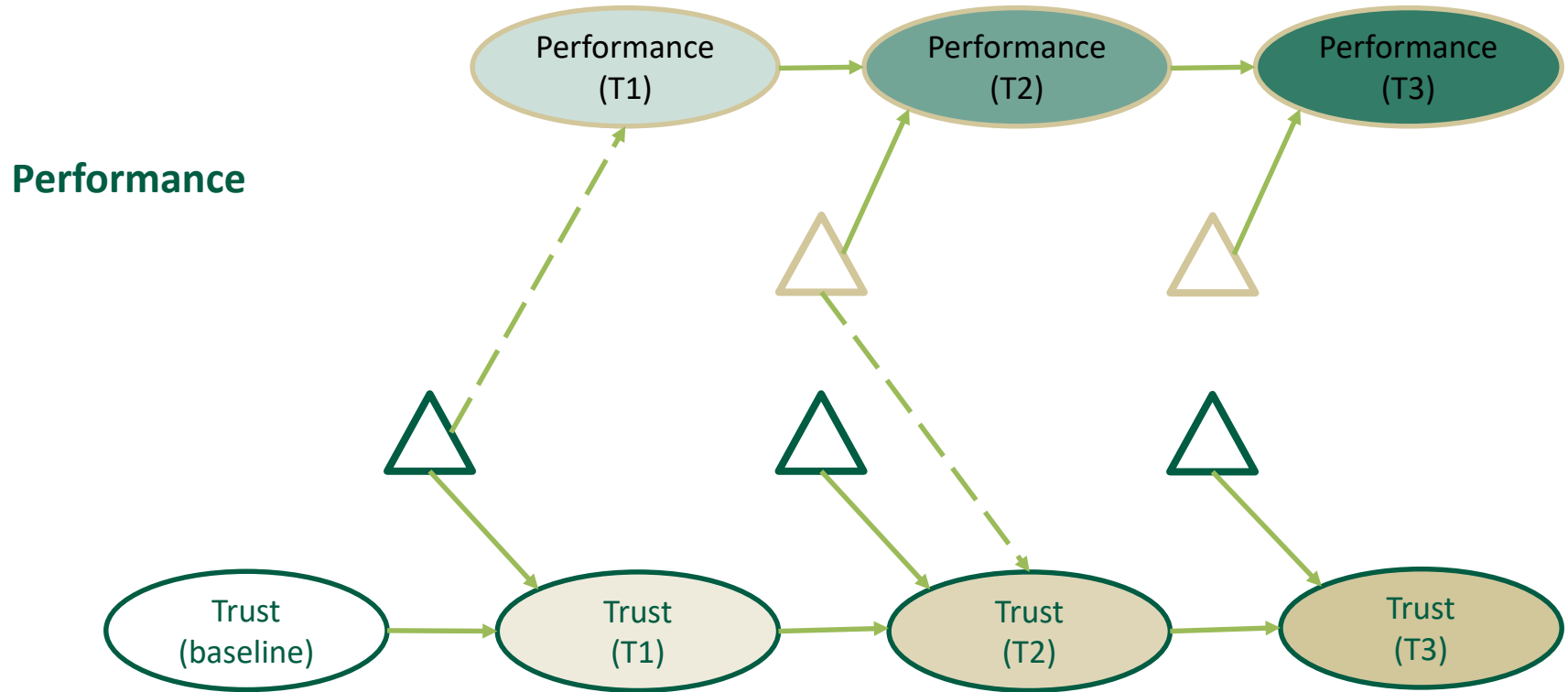
Covert, Miller & Bennett, 2017

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Trust over time influences team satisfaction



Trust over time has a more mixed relationship with performance



Questions



What are the important behavioral indicators?



How does communication change?



Are there tipping points for interventions?

Learning in the moment



Learning in reflection



Learning from our experiences



Learning from our experiences



Autobiographical reasoning – process of reasoning, interpreting, and evaluating the events in our lives to gain inferences, lessons, and insight

Learning from our experiences

Lesson learning – specific lesson from a specific event

I learned that next time I need to just use this tool.



Insight learning – gaining a larger meaning from the event

I learned that the Army does things for a reason, even if that reason isn't obvious at first.



Insightful learning





*“Failure is going to happen,
you have to accept it. I learned
a lot about myself*

*I need to go back. I will go
back.*

*I need to go back so that I can
demonstrate to my future
Soldiers that you can fail but
just get up, dust your
shoulders off, put one foot in
front of the other and Charlie
Mike because the mission still
needs to be accomplished.”*

Questions



How do we facilitate insightful learning?



How do we share insights with others?



How do our insights guide our behavior?

Learning in the moment



Learning in reflection





Thank you!

Questions?

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14. ABSTRACT Beyond Multiple Choice gathers industry leaders in e-assessment, educators advancing the implementation of next-generation approaches, and researchers involved in evaluating efficacy and efficiency of assessment. Dr. Merlo, the opening keynote speaker, presented two projects. The first project focused on learning in the moment using a serious game to look at the co-development of trust and team performance. The second project focused on learning via reflection. Self-defining memories are emotional and vivid memories connected to an individual's long-term goals and sense of self. This study examines how individuals connect and understand these memories. A mixed method design was used to collect information about U.S. Army Soldiers' self-defining memories and how the information contained in these memories is used to influence how they think about themselves, their organization, and their behavioral intentions.					
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