Developmental Principles in the Hub and Spokes

Core: field of *expertise*.

Spoke: a *dimension* of learning

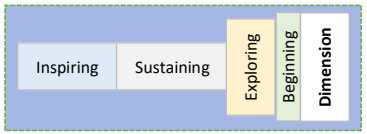
Detailed *description* of an activity define its modes of practice

Rectangle: a *mode of practice* with the most complex modes toward the center.

- *Beginning* modes are the most prevalent at the onset of education in the expertise, but the do not grow in frequency or A with other modes
- *Exploring* modes grow very rapidly and often overshoot resources such as social acceptance but they do not compete with more complex modes.
- *Sustaining* modes grow moderately and compete with simpler modes.
- *Inspiring* modes grow moderately and compete with all other practices in a dimension.

Iterative learning improves the speed and accuracy of performing any mode

Transformative learning with four DEEP commitments is necessary to acquire any more complex practice. To do so we,

- Recognize a *Dilemma*
- *Examine* it through reflection and discussion to formulate a new mode
- *Enable* the new mode through planning and practice with expert help.
- Perform it.

Depletion results from overusing the first three modes and creates respectively the problems of social rejection, evil, and collective boredom; but there is never excess inspiration. Massive collaboration require using this framework can result in inspiring solutions to problems of human activity