

The EDGE Model

Stages and Training Methods

Training Stage	What It Is
Explain	<ul style="list-style-type: none">✓ Tell them (talk, audiotape).✓ Give written instruction or explanation (paper, book, Web page).
Demonstrate	<ul style="list-style-type: none">✓ Show (include role plays, videos, computer animations).✓ Do it yourself as they watch.✓ Use a diagram.✓ Tell a story (can be fictional or real-life examples).
Guide	<ul style="list-style-type: none">✓ Watch them do it and give verbal hints and tips.✓ Do it together (at the same time).✓ Let them try it; then talk about it.✓ Let them ask questions as they try it.
Enable	<ul style="list-style-type: none">✓ Give a memory aid.✓ Give them a task that requires this learning.✓ Ask them to teach someone the new learning.✓ Give them the resources to do it again without you.✓ Help them use the learning again in a new setting or situation.

Summary

Did you notice how easy it might be to combine Explaining and Demonstrating at the same time? Or Demonstrating and Guiding? While we show EDGE as separate steps, one step easily flows to the next. In fact, they are connected, and you can combine steps to accomplish the learning objectives and goals. You may need to go back a step if they don't get it.