

**ENSURE LEARNERS KNOW WHICH TRANSFER SKILLS ARE THE BEST FIT**

How Near/Far?		How will learning be applied?	What transfer skills are needed?
Near   	<b>Transfer</b>	Copy and repeat what was learned in similar situations.	Requires memory, practice, confidence and motivation.
Mid 	<b>Translate</b>	Adapt what was learned to each new situation.	Requires extra learning when applying the skill.
Far 	<b>Transform</b>	Innovate: use the learning in new ways in unanticipated situations.	Requires creative thinking, initiative and risk-taking

*Adapted from Training for Transfer by Roger Greenaway in TRAIN the TRAINER ©Fenman Limited 2005*

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