

## Iceberg Model for Professional Learning Design Template

**Directions:** Write the name of the initiative you are implementing that people need training or instruction on. Then evaluate the kinds of knowledge and skills that are expected or demonstrated above the waterline and then the variety of potential hidden motivators below the waterline that you will need to address overtly or covertly through high-quality professional learning design and delivery.

The diagram features a 3D iceberg floating in water. The visible part of the iceberg is divided into six sections, each with a label and a corresponding box for notes:

- Knowledge needed:** (Top left section)
- Skills required:** (Top right section)
- Social roles:** (Bottom left section)
- Self-image:** (Bottom right section)
- Traits:** (Far left section)
- Motivation:** (Far right section)

Each label is connected to its respective box by a line. The boxes are empty, providing space for the user to write their responses.