

Team-based learning

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Team-Based Learning (TBL) is an active learning [methodology](#) designed to enhance student [engagement](#) and deepen understanding of concepts through structured [collaboration](#) in small teams. It is widely applied in medicine, engineering, and business education. Below is an overview of its main features and implementation process:

Key Features of TBL

1. Teamwork:

1. Students work in permanent, heterogeneous teams.
2. Teams usually consist of 5-7 members to optimize collaboration.

2. Pre-class Preparation:

1. Students complete assigned readings or preparatory activities before attending the session.
2. This ensures they acquire foundational knowledge in advance.

3. Immediate Feedback and Evaluation:

1. Assessments and activities are designed to provide instant feedback to students.
2. This helps identify gaps in understanding and reinforces learning.

4. Application-Oriented Learning:

1. Teams work on complex, real-world problems that require application of knowledge rather than rote memorization.
2. The problems are significant and often involve decision-making under constraints.

5. Accountability:

1. Students are accountable for their individual preparation and team contributions.
2. Peer evaluation is often used to assess participation and effectiveness.

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Four-Step Process of TBL 1. Preparation Phase:

1. Students complete pre-class readings or assignments to build foundational knowledge.

2. Readiness Assurance:

1. Students take an **Individual Readiness Assurance Test (iRAT)** to assess their understanding.
2. Teams then take a **Group Readiness Assurance Test (gRAT)** to discuss and answer the same questions collectively, promoting peer teaching.

3. Team-Based Activities:

1. Teams engage in application exercises that focus on real-world problems, encouraging discussion, collaboration, and critical thinking.
2. These activities often have a competitive element to increase motivation.

4. Reflection and Feedback:

1. Facilitators provide feedback on team performance and decisions.
2. Teams reflect on their learning process to improve future collaboration.

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Advantages of TBL - Encourages **active engagement** and collaboration. - Fosters **critical thinking** and problem-solving skills. - Promotes **peer-to-peer learning** and accountability. - Prepares students for **real-world teamwork** scenarios.

Applications TBL is particularly effective in educational settings where teamwork and decision-making are key, such as: - Medical education (e.g., case-based learning for clinical scenarios). - Business schools (e.g., strategic decision-making exercises). - Engineering programs (e.g., solving design or technical challenges).

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