COM800-12 – Transformative Learning and Adult Education

Acep Loi

Omega Graduate School

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Professor

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**Content Questions**

1. Select One (1) Core Essential Element from the Syllabus Outline:

a. Weekend Residency: Create a 350-word original discussion paper (with cited

sources) during the week of the residency. Be prepared to discuss and engage

with other students during the live sessions. Post this document in DIAL.

b. Professor will check for quality of content and word-count requirements. Grade

assigned will be Credit or No Credit (CR/NC).

**The Multiple Intelligences Theory**

The theory of Multiple Intelligences, developed by Howard Gardner (1983), describes different types of intelligence: linguistic intelligence, musical intelligence, logical-mathematical intelligence, spatial intelligence, bodily-kinesthetic intelligence, and the personal intelligences. Gardner believed that intelligence is not just about academic skills or IQ, but about the many ways people solve problems and create things that matter in real life. This theory helps to see that people are gifted in different ways.

In my experience as an educator and leader, this theory helped me see people in a better way. I remember a situation where one of my team members was not confident in writing formal reports. However, he was excellent in giving verbal summaries and presenting ideas clearly during team discussions. When I allowed him to contribute in a way that matched his strength, he became more confident and more active in our work. This showed me that when we recognize different kinds of intelligence, we help people grow.

This theory also reminds me that education and leadership are not just about results or performance. They are about helping people discover how God made them and guiding them to serve others with their strengths. As leaders, we must be flexible and open-minded. We should look at the whole person, not just what they cannot do. Everyone is made in God's image and has something special to give. When we lead with this view, we build trust and help others grow in their purpose.

At the same time, this theory also has some challenges. From a growth mindset perspective, there is a risk when someone says, “I’m just not good at math,”. This can lead to a fixed mindset, where growth is no longer expected. Carol Dweck, who introduced the idea of growth mindset, has shared that believing intelligence is fixed can stop people from learning and improving. Instead, she encourages people to believe that abilities can grow with effort and learning (Dweck, 2017). So, while the Multiple Intelligences Theory helps in seeing strengths, it should not be used to limit development in other areas.

In conclusion, the Multiple Intelligences Theory has helped me to see people as unique and valuable. As a Christian leader, I believe it is important to help others use their God-given strengths to glorify Him and be a blessing to the world.

WORKS CITED

Dweck, C. (2017). *Mindset: Changing the way you think to fulfil your potential* (Revised edition). Robinson.

Gardner, H. (1983). *Frames of mind: The theory of multiple intelligences*. Basic Books.