

# Single Discipline vs. Interdisciplinary Groups



The disciplinary make-up of your learning circle is an important factor to consider when organizing learning circles at your site. There are advantages and disadvantages to both single discipline and interdisciplinary groups; which works better for your organization will depend on the particular contextual aspects at your site.

	Single Discipline	Interdisciplinary
<b>Advantages:</b>	<ul style="list-style-type: none"> <li>o Tend to be familiar and comfortable with each other, therefore the conversation may flow easier.</li> <li>o Participants may feel they are 'in the same boat' and can more easily relate to each other.</li> <li>o Sharing within the learning circle can allow participants to see commonalities within the particulars of their day-to-day practice.</li> <li>o They can come to recognize similar challenges they are experiencing and share common solutions.</li> <li>o Participants may not have a similar space for connecting with their same discipline colleagues outside of the learning circle.</li> <li>o The learning circle can be seen as a uniquely safe setting within the workplace to come to common understandings together.</li> </ul>	<ul style="list-style-type: none"> <li>o The learning circle can be a valuable setting for participants to communicate and actively team build across different departments.</li> <li>o Participants can come to better recognize the commonalities and differences in their day-to-day practice.</li> <li>o The learning circle can be useful for participants to approach common challenges from multiple perspectives, and seek out solutions which work across the site.</li> <li>o There may not be the same opportunity for interdisciplinary staff members to speak in such depth with each other outside the learning circle.</li> <li>o The learning circle can facilitate clarity and greater in-depth knowledge into different staff roles and issues.</li> <li>o This role clarity can prompt improved empathy, understanding and appreciation within the workplace.</li> </ul>
<b>Disadvantage:</b>	<ul style="list-style-type: none"> <li>o The topics will likely remain discipline-specific and therefore solutions discussed may not be as applicable across the site.</li> </ul>	<ul style="list-style-type: none"> <li>o Interdisciplinary participants may not be familiar with each other, and therefore more initial time and effort may be needed to create the learning circle as a safe space for shared learning.</li> </ul>