



## Principles of Action Research and Action Learning: An Invitation to Dialogue

**The Action Learning, Action Research Association Ltd (ALARA)** is a not-for-profit organisation whose members use Action Learning / Action Research in their professional work. ALARA's purpose is to promote the study, practice, research and teaching of Action Learning and Action Research and to bring together those who have a professional interest in Action Learning and Action Research.

The ten principles below have been developed by ALARA members as a starting point for discussion between those participating in, commissioning and conducting action research and action learning:

1. Action Learning and Action Research practitioners aim at and/or ground their work in the world of practice.
2. Action Learning and Action Research is explicitly and actively participative. That is, research and projects are conducted with, for and by people rather than on people.
3. Action Learning and Action Research practitioners openly acknowledge and welcome a wide range of ways of knowing (including intuitive, experiential, presentational as well as conceptual) so that action and understanding are each embodied in the other.
4. Action Learning and Action Research practitioners address questions that are of significance to the flourishing of human community and the more-than-human world as related to the foreseeable future.
5. Action Learning and Action Research practitioners actively consider the ethics of research practice for this and multiple generations.
6. Action Learning and Action Research practitioners seek to develop enduring capacities amongst those involved within projects.
7. Action Learning and Action Research practitioners appreciate and acknowledge first (personal), second (interpersonal) and third person (systemic) perspectives.
8. Action Learning and Action Research practitioners engage reflectively and critically with methods and methodologies in the design and implementation of research.
9. Action Learning and Action Research practitioners acknowledge that there are culturally distinctive approaches to Action Research and Action Learning. They seek to make explicit the assumptions in the cultural tradition from which they work, and to understand differing traditions.
10. Action Learning and Action Research engages the context of research with systemic thinking and practices.

ALARA will promote the use of the Principles, and provide members, where possible, with education and support for dealing appropriately with issues that arise in the practice of Action Learning/Action Research. Members are encouraged to advise colleagues, clients and employers of their commitment to the Principles.

ALARA adopted the Principles of Action Research and Action Learning on 23<sup>rd</sup> March, 2013. Questions or comments can be made to ALARA's Board, via [admin@alarassociation.org](mailto:admin@alarassociation.org).