

# Five moments of need – learning model By Bob Mosher and Conrad Gottfredson

- When people are learning how to do something for the first time (**New**);
- When people are expanding the breadth and depth of what they have learned (**More**);
- When they need to act upon what they have learned, which includes planning what they will do, remembering what they may have forgotten, or adapting their performance to a unique situation (**Apply**);
- When problems arise, or things break or don't work the way they were intended (**Solve**); and,
- When people need to learn a new way of doing something, which requires them to change skills that are deeply ingrained in their performance practices (**Change**).

