Decoding

look
for the key graphemes

chop
the word by sounding each phoneme

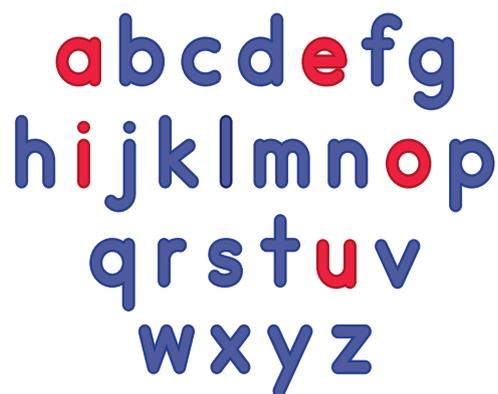ch o p

f-i-sh
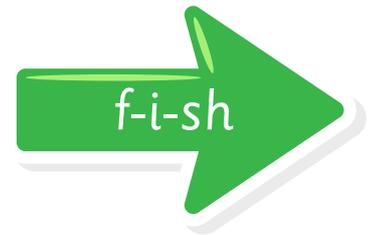
blend
the phonemes to read the word

Encoding

/ur/
/n/
/y-ool/

listen
to the phonemes

a b c d e f g
h i j k l m n o p
q r s t u v
w x y z

change
phoneme to grapheme

cat

build
a word