Sources of Learning

Answer

Think about all the different types of learning activities you have engaged in to build your knowledge and skills for school, your studies and in the workplace.

Step 1:

In the table below, place a tick in column 2 against all the types of learning activities listed, that you have engaged in that have built your knowledge and skills. Feel free to add any that have been missed.

Step 2:

Now work through your ‘ticked’ list and in column 3, rank them from 1 (where you learned the most i.e., it was the most helpful, relevant, meaningful and worthwhile) down to the activity that you learned the least from.

Step 3:

Record any key themes you see emerging from your ranked list. Are there certain types of learning activities where you felt you learned the most? Was the value you experienced impacted by any other person involved in that learning activity? Why do you think you learned the most from these types of activities? What does this tell you about where the best learning investment is for you?

|  |  |  |
| --- | --- | --- |
| Type of Learning Activity | Engaged in? | Ranking |
| Attending lectures | Yes | 1 |
| Attending face to face training | Yes | 3 |
| Reading and researching | Yes | 8 |
| Observing others | Certain | 15 |
| Attending interactive online learning events | Yes | 2 |
| Receiving coaching | Certain | 4 |
| Experience on the job | Yes | 5 |
| Working with a mentor | Yes | 6 |
| Sharing experiences with others informally either online or face to face | Yes | 16 |
| Watching videos | Certain | 20 |
| Seeking out ‘stretch’ opportunities | Certain | 10 |
| Gaining a formal qualification | Yes | 9 |
| Accessing subject matter experts | Certain | 8 |
| Undertaking work experience | Yes | 6 |
| Using a learning journal or reflective log | Certain | 14 |
| Networking | Certain | 13 |
| Taking on a challenging task outside of your comfort zone | Yes | 18 |

Key themes:

**70% - Learn & Develop Through Doing**

* Make decisions outside your remit and authority (with permission)
* Deputise for your manager
* Ask your manager to delegate new work to you
* Take on new and challenging projects/assignments
* Be a change champion for a specific initiative
* Speak at internal or external events
* Take on more and new responsibilities
* Learn the roles of others

## ****20% - Learn & Develop Through Others****

* Receive formal coaching on a regular basis
* Receive coaching from others
* Receive feedback from others on performance and outputs
* Use 180/360 degree feedback as tool for improvement
* Buddy up with a co-worker for sharing experiences and knowledge
* Use PDR process for self-reflection and learning
* Get mentored by a senior manager

## ****10% - Learn & Develop Through Courses****

* Attend physical courses and workshops
* Attend industry specific conferences and events
* Attend LIVE and recorded webinars
* Attend distance learning courses
* Take eLearning courses
* Take professional qualifications and certifications
* Attend college or university