

# YOUR RESULTS: LEARNING RED

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## Navigate Transition Assessment - Interpretation Guide

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### What Your Results Mean

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Your assessment has identified **Learning** as a red zone.

**This means:** You're facing a gap between what you know how to do (your current role) and what you need to do (transition successfully). You may feel overwhelmed by all the new skills required, uncertain about what to learn first, or paralysed by the scale of the learning curve.

**You're not alone.** Many people in career transition identify Learning as their primary barrier. The good news? It's one of the most straightforward to fix.

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### Understanding Learning Red

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#### What Learning Actually Is

Learning Red isn't about "not being smart enough." You're clearly capable - you've built a successful career! In the MxLxI framework, Learning represents:

- **Skill Gaps** - The practical capabilities needed for your transition
- **Knowledge Gaps** - Understanding how different industries or roles work
- **Resource Awareness** - Knowing what to learn and where to learn it
- **Learning Efficacy** - Confidence in your ability to acquire new skills
- **Application Ability** - Translating existing skills to new contexts

#### Why It Shows as Red

Your Learning score is red because one or more of these elements is blocking you:

1. **Overwhelm** - Too many gaps, don't know where to start
  2. **Imposter Syndrome** - "Everyone else already knows this stuff"
  3. **Fixed Mindset** - "I'm too old/late/specialised to learn new things"
  4. **Analysis Paralysis** - Researching options instead of practising skills
  5. **Perfectionism** - Expecting mastery before taking action
  6. **Invisible Skills** - Not recognising what you already know
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### What This Looks Like in Real Life

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## Common Signs of Learning Red:

### In Your Thinking:

- "I don't even know what skills I need"
- "Everyone in that field has 10 years' experience and I have none"
- "I'm too specialised - my knowledge is useless elsewhere"
- "I should learn everything before I apply for anything"
- "By the time I learn this, it'll be too late"

### In Your Behaviour:

- Collecting courses but never finishing them
- Spending months "researching" what to learn
- Starting tutorials and quitting when they get hard
- Dismissing your current skills as "not real experience"
- Avoiding opportunities because "I don't meet all the requirements"
- Comparing yourself to people with completely different backgrounds

### In Your Emotions:

- Panic about all you don't know
- Shame about "basic" gaps (LinkedIn? Networking? Excel?)
- Envy of people who "figured it out years ago"
- Paralysis from perfectionism
- Exhaustion from constant upskilling attempts

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## 🔍 Why Learning Red Happens

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### The Professional Learning Paradox

You're an expert learner - you've built expertise in your field! But certain professional environments teach you to learn in ways that DON'T work for transition:

1. **Depth Over Breadth**
2. Some careers reward hyper-specialisation
3. Career transition requires generalist flexibility
4. Result: "I know everything about one thing"
5. **Perfection Before Action**
6. Some fields require mastery before output
7. Most industries value learning by doing imperfectly
8. Result: "I can't try until I'm fully qualified"
9. **Individual Mastery**
10. Some roles prize solo expertise
11. Many careers prioritise collaborative capability
12. Result: "Asking for help means I'm failing"
13. **Theoretical Understanding**
14. Some fields value knowing WHY deeply

15. Most roles value doing WHAT effectively
16. Result: "But I don't understand the theory yet..."
17. **Credentials as Proof**
18. Some industries require formal qualifications
19. Many fields prefer demonstrated ability
20. Result: "Without a certificate, it doesn't count"

## The Transition Trap

When you start transitioning, Learning Red intensifies because:

- You're comparing your beginner self to others' advanced selves
- You're discounting years of skill development in your current field
- You're trying to learn everything at once
- You're using old learning methods for new challenges
- You're waiting for certainty before taking action

**This is normal. This is fixable.**

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## What Happens Next

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### The Good News

Learning Red is highly solvable because:

- You ARE capable of learning (you've built a career!)
- Most "gaps" are smaller than you think
- Many of your skills translate powerfully
- You don't need to learn everything before starting
- Strategic learning beats comprehensive learning

### What Fixing Learning Red Looks Like

When your Learning moves from red to amber to green, you'll notice:

#### **Weeks 1-2: Clarity on Gaps**

- You identify THE critical skills for YOUR path
- You distinguish "nice to have" from "must have"
- You recognise transferable skills you already possess
- You stop trying to learn everything

#### **Weeks 3-4: Strategic Learning Plan**

- You know exactly what to learn next
- You have resources and timelines
- You practise skills, not just consume content
- You apply learning in real contexts

#### **Weeks 5-8: Capability Building**

- You see measurable progress weekly

- You complete projects that demonstrate skills
- You build a portfolio of evidence
- You feel competent enough to apply

**Long-term: Continuous Growth**

- You learn what you need, when you need it
  - You trust your ability to upskill quickly
  - You embrace "good enough" over perfect
  - You use real projects as learning vehicles
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## ✳ Your Three Options for Working on This

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### Option 1: Self-Study (FREE)

**What you get:**

- This interpretation guide (you're reading it now)
- 7-day email course on understanding your Learning Red
- Skills gap audit worksheet
- Weekly check-in emails with action prompts

**Best for:**

- Self-directed learners who excel with structure
- People who want to explore before committing
- Those comfortable with solo problem-solving

**Honest limitation:**

- No personalised gap analysis
  - No guidance on prioritisation
  - No accountability for follow-through
  - No help translating your existing skills
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### Option 2: Fix Your Red Bundle (£97)

**What you get:**

- Complete Learning Red Workbook (33 pages, 18 exercises)
- 2 x 30-minute check-in calls with me
- 4 weeks of email support for questions
- Self-paced progression through skill-building

**Best for:**

- People who need expert input on what to learn
- Those who want accountability without full coaching
- Anyone wanting to test the methodology first

**What happens:**

1. You purchase the bundle
2. You receive the Learning Workbook immediately
3. You complete skills audit and gap analysis
4. You book two 30-minute calls for:
  - Reviewing your skills translation

- Prioritising learning paths
  - Getting unstuck on skill development
  - Planning application strategy
5. You email questions anytime in 4 weeks

**The check-in calls help you:**

- Identify which skills to learn first
  - Translate existing experience to new contexts
  - Create realistic learning timelines
  - Stop over-learning and start applying
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### **Option 3: Complete Transition Programme (£1,497)**

**What you get:**

- Full assessment results deep dive session
- 5 × 60-minute coaching sessions over 10 weeks
- All relevant workbooks (customised to your reds)
- Between-session email support
- Structured momentum building phase
- Accountability for actual skill development

**Best for:**

- People who want comprehensive support
- Those working on multiple reds simultaneously
- Anyone needing accountability to follow through
- People ready to invest in complete transition support

**What happens:**

1. Session 0: Deep dive into your assessment results
  2. Sessions 1-3: Work specifically on your Learning Red
    - Skills audit and gap analysis
    - Prioritisation and learning plan
    - Application with real constraints
  3. Sessions 4-5: Build momentum and create action plan
  4. Between sessions: You actually DO the learning work
  5. Post-programme: 90-day capability-building roadmap
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## **What's Actually in the Learning Red Workbook**

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If you choose Option 2 or 3, here's what you'll work through:

### **Session 1 Content: Breaking Down the Mountain**

**Core Question:** What do you ACTUALLY need to learn?

**Exercises:**

- Complete skills audit (what you have)
- Gap analysis (what's missing)
- Mountain → Molehill reframe

- Prioritisation matrix (critical vs. nice-to-have)

**Outcome:** You'll know exactly which 3-5 skills are truly essential for YOUR transition, not a generic list.

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## Session 2 Content: Building Capabilities

**Core Question:** How do you learn these skills efficiently?

**Exercises:**

- Learning plan for each priority skill
- Resource identification
- 80/20 learning strategy
- Skills translation guide (what transfers)
- Portfolio project planning

**Outcome:** You'll have a concrete learning plan with timelines, resources, and practice projects.

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## Session 3 Content: Making It Happen

**Core Question:** How do you learn whilst managing real constraints?

**Exercises:**

- Time audit and allocation
- Learning with energy limits
- Incremental progress tracking
- Application readiness assessment
- "Good enough" criteria setting

**Outcome:** You'll actually START learning and applying, not just planning to learn someday.

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## The Skills Truth Bomb

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**Here's what you need to know:**

### **Myth 1: "I need to be fully qualified before applying"**

**Reality:** Most job requirements are wish lists, not requirements. 60-70% match is often enough.

### **Myth 2: "I have no relevant experience"**

**Reality:** Your career has given you: project management, communication, problem-solving, stakeholder management, deadline juggling, and much more. You just need to translate it.

### **Myth 3: "I need formal training/certification"**

**Reality:** For most roles, demonstrated ability (portfolio, projects, examples) beats certificates.

### **Myth 4: "Everyone else knows what they're doing"**

**Reality:** Most people learn on the job. You're no different.

## **Myth 5: "It's too late to learn new skills"**

**Reality:** Career changers at 35, 45, 55+ successfully learn new skills daily. Your age is not the issue.

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## **What People with Learning Red Have Experienced**

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Here's what this looks like in practice:

### **Marcus, former operations manager:**

"I spent 6 months 'learning data analysis' before I realised I was just collecting courses. The workbook forced me to build actual projects - that's when it clicked. Three months later, I had a portfolio and a new job."

### **Rachel, ex-charity worker:**

"I thought I had zero relevant experience for corporate roles. The skills translation exercise showed me I'd been doing project management for years - I just called it 'running programmes.' That reframe changed everything."

### **Tom, former finance professional:**

"The check-in calls were crucial. Paul helped me see I was over-learning. I started applying at '70% ready' and got interviews immediately. Turns out nobody's 100% qualified."

### **Anita, ex-teacher:**

"I was paralysed by all the gaps. Breaking it down to just 3 critical skills made it manageable. I learned those three and got hired. Everything else I learned on the job."

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## **Your Next Steps**

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### **Immediate (This Week):**

1. **Accept where you are**
2. Your Learning Red is not a character flaw
3. It's a strategic skill gap that can be filled
4. You ARE capable of learning what you need
5. **Decide your path forward**
6. Option 1: Continue with free email course
7. Option 2: Get the £97 Fix Your Red Bundle for guided skill building
8. Option 3: Book a discovery call for the Complete Programme
9. **Take one learning action**
10. Complete one tutorial
11. Start one project
12. Apply to one position at 70% match

### 13. ANYTHING beats more researching

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#### **If You Choose Option 1 (FREE):**

##### **You'll receive over the next 7 days:**

- Day 1: Understanding Learning Red (this guide)
- Day 2: The Skills Audit - what you already have
- Day 3: The Gap Analysis - what's actually missing
- Day 4: Prioritisation - the critical 3-5 skills for YOUR path
- Day 5: Learning Plan - resources and timelines
- Day 6: Skills Translation - your hidden capabilities
- Day 7: Application Readiness - the "good enough" test

**These emails will arrive daily.**

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#### **If You Choose Option 2 (£97 Bundle):**

##### **You'll receive immediately:**

- Complete Learning Red Workbook (33 pages, 18 exercises)
- Skills audit templates
- Translation frameworks
- Learning plan builders
- Booking link for your first 30-min check-in call
- 4-week email support access

##### **Ready to start?**

📄 [Get the Fix Your Red Bundle](#)

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#### **If You Choose Option 3 (£1,497 Programme):**

##### **Book a free 20-minute discovery call to:**

- Review your specific skills gaps
- Discuss your target roles or fields
- Understand how the programme works
- Determine if it's the right fit
- Ask any questions

##### **Ready to explore?**

📄 [Book Your Discovery Call](#)

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## **The Real Question**

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### **What's holding you back from learning what you need?**

Is it:

- ✗ Overwhelm (too many options)



- ✗ Perfectionism (waiting until you're fully ready)
- ✗ Imposter syndrome (everyone else is better)
- ✗ Time constraints (too busy surviving)
- ✗ Resource confusion (don't know where to start)

**All of these can be addressed.**

But you need to:

1. Identify your critical skills gaps
2. Create a strategic learning plan
3. Practise skills in real contexts
4. Apply before you feel ready

**You can do this work alone (Option 1), with light support (Option 2), or with comprehensive guidance (Option 3).**

**But you need to actually DO it, not just research it.**

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## Remember This

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**Learning Red is the most straightforward of the three reds to fix.**

Why?

- It's tactical, not existential
- Progress is measurable
- Resources are abundant
- Success is defined by action, not perfection

**The only thing stopping you is the belief that you need to know more before you start.**

**You don't.**

You need to know ENOUGH, then practise whilst you learn.

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## Questions?

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Email: [paul@movingon.world](mailto:paul@movingon.world)

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**You don't have to figure out your learning path alone.**

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*This guide is for your personal use in understanding your assessment results.*