

Sources of Learning

Model Answer

This model answer has been designed to help you critically evaluate what types of learning activities deliver the most value for you. Extensive research in the field of learning indicates that learning comes from a range of sources, but experience is the best teacher. The best learning comes about from doing – not simply knowing. Do your responses align with this? Learning from experience through critical reflection of our experience and a commitment to improving performance contributes to greater confidence and competence.

In relation to building our knowledge and skills in the workplace, did you know that approximately:

- **70%** of learning occurs through challenging experiences, making mistakes and learning by doing.
- **20%** of learning occurs through coaching, feedback, interactions and relationships with others.
- **10%** of learning occurs through formal instruction such as classroom or online learning interventions and reading.

By understanding this, you can maximize the effectiveness of your learning through the types of activities you choose to engage in. It may also help you to bring a learning and growth mindset to each experience you have, every day.

We have also provided extra guidance in the model answer to help you identify your personal learning style preference. You may find this useful for understanding why you are drawn to certain types of learning activities and how you can extract benefit from those activities that you least prefer.

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	Where it fits in the 70:20:10 learning model
Attending lectures	10
Attending face to face training	10
Reading and researching	10
Observing others	20
Attending interactive online learning events	20
Receiving coaching	20
Experience on the job	70
Working with a mentor	20
Sharing experiences with others informally either online or face to face	20
Watching videos	10
Seeking out 'stretch' opportunities	70
Gaining a formal qualification	10
Accessing subject matter experts	20
Undertaking work experience	70
Using a learning journal or reflective log	70
Networking	20
Taking on a challenging task outside of your comfort zone	70

Key themes:

Use these questions to critically evaluate your responses and how to maximise your learning investment:

1. How did your responses align with the 70:20:10 learning model indicating where most learning occurs?
2. What types of learning activities have you spent the most time engaged in? Do you need to consider different learning activities to build your knowledge and skills? Are you staying within your comfort zone?
3. How can you diversify the types of learning activities you engage in to extract the most learning?
4. How can you optimise workplace experiences to ensure you receive the most learning from them?
5. How will you build your personal brand, so others want to collaborate with you, work with you and provide you with workplace experiences that stretch and build your knowledge and skills?

Learn more about valuable 70:20:10 workplace learning activities

Read [this article](#) to learn more about 70:20:10 and the types of learning activities in the workplace that you can engage in to maximise your learning investment.

Learn more about your preferred learning style

Everyone has a preferred way to learn. These are known as Learning Styles. The most famous study on Learning Styles is by Honey and Mumford. Learners often operate with the same learning methods for years, without any thought as to whether it is the most effective way to absorb and retain information.

There is no single "most effective" way of learning; it varies from person-to-person and also depends significantly on the task or the information. Once you know the different approaches to learning, you can consider which is most beneficial for you and when each style is appropriate.

- Use [this questionnaire](#) to help you identify your preferred learning style.
- Read [this article](#) to learn more about the different learning styles.
- Watch [this video](#) to understand another type of learning style you may identify with.