Sources of Learning

Template

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

Key themes:

1. How did your response align with the 70:20:10 learning model indicating where most learning occurs?
2. What type 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 your type of learning activities you engage in to extract the most learning?
4. How can you optimize workplace experiences to ensure to 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 with workplace experiences that stretches and build your knowledge an skills?