

Learning Prep Pre-Class Reading:

Get Ready for Self-Directed Learning (SDL)



What is Self-Directed Learning (SDL)?

According to adult learning theorist Malcolm Knowles, **self-directed learning** is “a process in which individuals take the initiative, with or without the help of others, in diagnosing their learning needs, formulating learning goals, identifying human and material resources for learning, choosing and implementing appropriate learning strategies, and evaluating learning outcomes (1975; p. 18).

At each stage of the learning process the **learner takes an active role in setting goals, selecting content, choosing the learning pathway, and evaluating their progress** (Garrison, 1997).



Why is Self-Directed Learning important for you?

The future of work is increasingly volatile, uncertain, complex, and ambiguous (VUCA).

Based on feedback from employers, university graduates who have been educated in traditional, passive learning environments, are not prepared to work in this new, VUCA world. Future professionals who will almost certainly work in highly dynamic settings will be far better prepared to succeed if they learn in self-directed learning environments.

Skills and knowledge are no longer as durable as they once were. So we need to keep learning new things and unlearning past things that will not be relevant for us in the future. Hence, **we all need to be self-directed learner.**

Now, are you ready? **Let's embark on the SDL's four-step process!**



Step 1: Be Ready to Learn!

Before you start learning, let's measure how ready you are to learn. If you think, hmm... is there a thing called "not ready to learn"? In fact there is, and learning scientists have been studying it for years.

You need various skills and attitudes towards learning for successful independent study. This involves you doing a self-evaluation of your current situation, study habits, family situation, and support network. It also involves evaluating past experiences with independent learning.

Click on this [GG 3.0 Readiness to Learn Survey](#) to evaluate yourself.



Step 2: Set Your Learning Goals!

Independent study experiences can be extremely rewarding for you. It gives you the opportunity to explore not only a given topic but also your own learning strategies and goals.

A meta-analysis study by [Beesley and Apthorp](#) (2010) shows that there is a magic in writing things down. Taking notes is strongly correlated with better achievement. Hence, we want to invite you to write your **Learning Contract** for Generasi GIGIH 3.0.

Writing your learning contract will give you ownership over your learning in the program. It will ignite your curiosity and motivate yourself better.

See the template below, and you can make a copy from this [document](#).



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Learning Objectives Measurable, observable actions describing what you want to learn	Learning Resources and Strategies – how do you plan to learn what you need to learn to achieve your objectives?	Due Date Your estimated target date of completion of the activity	Evidence of Mastery/Achievement of objectives – how will you and you instructor know you have achieved your objectives?	Means and Criteria for Assessment (rubric, artifact, etc.)
1.				
2.				
3.				
4.				

Adapted from University of Central Oklahoma – Center for Excellence in Transformative Teaching and Learning

Step 3: Engage in Your Learning!

In order to get the best out of your experience in Generasi GIGIH 3.0, there is no other way that to fully engage and immerse in the learning experience.

You will learn more on how to engage in your class during the Learning Prep Class, but here are some best tips from our alumni:

*"Jika ada kesempatan untuk melakukan **showcase di kelas**, jangan sia-siakan dan tunggu giliran sampai akhir. Selain bisa dapat poin tambahan, kamu juga bisa melatih kepercayaan diri dan dapat feedback teknis secara langsung dari kakak instruktur."*

*"Malu bertanya, sesat di jalan. Kalau ada yang dibingungkan, langsung tanya aja. **There is no stupid or unimportant questions**. Jangan lupa, catat juga pertanyaan-pertanyaan bagus dari teman-teman sekelas yang lain."*

*"Temen-temen sekelas di Generasi GIGIH adalah salah satu yang terbaik. Jangan malu bersosialisasi apalagi minder duluan. Sering banget, **belajar bareng teman sekelas** justru jadi cara yang ampuh supaya kita jadi lebih ngerti materi."*

Step 4: Evaluate Your Learning!

For you to be successful in self-directed learning, you must be able to engage in self-reflection and self-evaluation of your learning goals and progress.

To support this self-evaluation process, there are a couple of things you can do:

- **Always seek feedback** - don't feel satisfied by just finishing the assignment. Find opportunities to showcase your work to mentor or class instructors so you will get feedback and improve.
- **Engage in reflection**, which involves asking:
 - *How do I know I've learned?*
 - *Am I flexible in adapting and applying knowledge?*
 - *Do I have confidence in explaining material?*
 - *When do I know I've learned enough?*
 - *What are the things/topics that I still don't master and I need to know?*

Responsibilities in the Four-Step Process

Even though there are many factors influencing your end result, as a self-directed learner you hold the key to your success. In short, these are your responsibilities in the four-step process:

- Self-assess your readiness to learn
- Define your learning goals and develop a learning contract
- Monitor your learning process
- Take initiative for all stages of the learning process — be self-motivated
- Re-evaluate and alter goals as required
- Consult with your mentor, class instructors, or Generasi GIGIH 3.0 team as required

Good luck and see you in the learning prep session!

References:

Garrison, D.R. (1997) Self-directed learning: toward a comprehensive model, Adult Education Quarterly, vol. 48, no. 1, pp. 18–33, 1997. [Google Scholar](#)

Knowles, M. S. (1975) Self-directed Learning: A Guide for Learners and Teachers, Association Press, New York.

Moore, C. (2017) Transforming students into self-directed learners. University of central oklahoma.
<https://blogs.uco.edu/tts/transforming-students-into-self-directed-learners/>

University of Waterloo, Center of Teaching Excellence.
[Self-Directed Learning: A Four-Step Process.](#)

