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

Key themes:

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.