

# Personal Learning Strategy

Exercise: it takes less than 10 minutes to walk through this exercise and will help you discover your preferred personal learning strategy.

## **Purpose:**

Each person has a preferred learning style. Once unearthed that style can be matched when you are learning or teaching others, providing the fastest route to learning with the least frustration.

## **When to use it:**

Team members may use this to with another Team Member to discover the most effective way to teach/train them. You may choose to do this exercise yourself in order to communicate what you need from someone coaching you.

## **How to use it:**

His exercise may be used by a Team Member either individually or with a Guide to ask the questions.

## **This process helps:**

- Team Members to discover their preferred learning style
- To significantly increase learning abilities
- You discover what you need from your teachers

Step One As the guide, ask: “*Think of something you do well. It can be something to do with work, a sport, a hobby ... anything as long as you do it well. You do not need to tell me what it is.*”

Step Two AS the guide, ask: “*How did you learn to do that so well?*” (answer will show the strategy for learning).

Step Three Make notes about the sequence of the steps they take to learn. Ask detailed questions to clarify and get expansion on their learning process. Spend all the time you need, until you think you have understood their learning strategy.

Step Four Run through an example for them in the steps you have identified and note if they agree or disagree. If they tell you what the learning event is, use the exact example they give you. If you get any sign, verbal or non-verbal, that you might not have it quite right, then go back to Step Three and ask more probing questions until you again feel you have the correct learning process. Go through Step Four again. Check to see if you have it right.

Step Five Run through an example of something they would like to learn in the future, using the steps you have identified. Once again, if they give any verbal or non-verbal signs that you are incorrect, go back to Step Three. Check again for approval.

Step Six Whenever a Team Member is in a learning situation, use the strategy identified as his/her learning process as the model to create the plan for learning the new skill. Learning will be more fun and effective! You will find that individual learning strategies vary for each person. A strategy may show that they learn by doing, by researching first, or by modeling what others do or say.

Step Seven Finally, the next two steps are from Guiding Principles of the Enterprise Model (see page 11) and are included because these may relate to how your beliefs affect the way you learn and therefore, realize your potential.

***The brain thrives on feedback ... It is a critical ingredient for:***

***Building Intrinsic Motivation  
Accurate Mental Models  
Growth (personal and professional)  
Quality of Work  
Maximum Brain Growth  
Boosting Self-Esteem***

***In what ways can we create more opportunities for our learners to experience greater quantity and quality of feedback?***