

# Personal Learning Strategy

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**Exercise** To discover your preferred personal learning strategy.

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**Purpose** Each person has a preferred learning style. Once unearthed that style can be matched when you are learning or teaching others.

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**Helps** This process helps:

- Team Members discover their preferred learning styles,
- Significantly increases learning abilities,
- Discover what you need from your teachers.

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**When** To discover the most effective way to teach/train a member of the team.

Note: May be used by yourself in order to communicate what you need from your trainer.

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Learning occurs at the limit of perceptual experience.

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

- Building Intrinsic Motivation,
- Accurate mental Models,
- Growth (personal and professional),
- Quality of Work,
- Maximum Brain Growth, and
- Boosting self-esteem.

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

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# Personal Learning Strategy – the Process

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**What do you do well?** Think of something you do well. It can be:

- Something to do with work,
- Anything as long as you do it well.

Note: there is no need to tell what it is.

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**How did you learn?** How did you learn to do that so well?

Note: The answer will show the strategy for learning.

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**Clarify** Use the following steps below to fully understand the learning process.

Step	Action
1	Make notes about the sequence of steps taken to learn.
2	Ask detailed questions to clarify and expand on the learning process.
3	Spend all the time required to fully understand the learning strategy

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**Use the steps identified** Run through an example using the steps identified.

If ...	Then ...
They tell you what the learning event is	Use this exact example
You get any sign, verbal or non-verbal <ul style="list-style-type: none"><li>• That you may not have it quite right</li></ul>	Go back to clarify further <ul style="list-style-type: none"><li>• Ask more probing questions</li><li>• Repeat the example until it is right.</li></ul>

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## Personal Learning Strategy – the Process, Continued

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**To learn** Run through an example of something they would like to learn in the future

Step	Action
1	Use the steps identified
2	If You get any sign you are incorrect Then Go back to clarify further
3	Check for approval

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**Use strategy identified** Use the strategy identified whenever a Team Member is in a learning situation.

- Use the learning process as the model to create the plan for learning the new skill.
- Learning will be more fun and effective.
- Individual learning strategies vary for each person.

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**Strategies may show** Learning strategies may show that an individual learns by:

- Doing,
- Researching first, or
- Modeling what others do or say.

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**Finally** The next two steps are from Guiding Principles in the Enterprise Model

Note:

These are included because they relate to how your beliefs

- Affect the way you learn, and
  - Therefore, realize your potential,
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