

# 10 ways to self-direct your learning



## Tip 1: Set meaningful goals

- Consider your learning goals - both short and long term
- Share your goals with a trusted friend/colleague/coach
- Focus on your current reality, obstacles and the way forward
- Write them down with a timed plan of how you plan to achieve them

## Tip 2: Build a daily learning habit

- Work out your daily learning goal – this could be keeping up to date with your industry/profession or a regular time spent each day to practice a new skill
- Spend 20-30 minutes daily working on your daily learning goal
- Promote daily learning to others – share your learning/practice
- Regularly review your daily learning goal, mix it up periodically



## Tip 3: Lead by example

- Discuss your self-directed learning needs at every 1-2-1 conversation
- Seek regular feedback from your peers, direct reports, and line manager
- Give regular feedback to your peers, direct reports via 'win's and great practice'
- Make sure you review and evaluate all work projects via 'lessons learned for next time'

## Tip 4: Guide and facilitate

- Give your team dedicated time to explore and reflect on their learning practices
- Encourage wider discussion about self-directed learning and share what works
- Involve stakeholders so they are aware and support actions
- Continue your own self-directed learning and development; be a role model



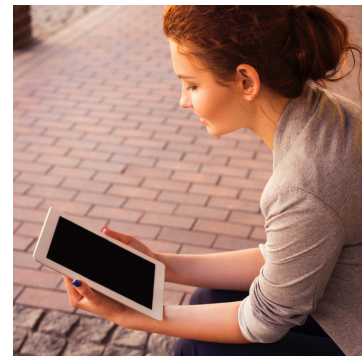


### Tip 5: Create connections

- Create an infrastructure in your team/dept/organisation to support networking and sharing
- Join a professional learning community – this could be online or face to face
- Create networking opportunities, relationships and connections; informal and formal
- Find a mentor or mentors, but be clear on what you need them for

### Tip 6: Leverage technology

- Read online articles, blog posts or abstracts
- Try out a new technology tool to support learning at the point of need (eg video, podcasts, a newsfeed)
- Create something to share your learning – make a video with a mobile device, create a podcast, article, or blog



### Tip 7: Signpost expertise

- Check out who you are following on social media (twitter/LinkedIn) – are you following the right experts to give you what you need?
- Check out what resources are available at your workplace
- Share with others when you read a good book, article, or listen to a podcast

### Tip 8: Communicate clearly

- Think about what you want to learn, what you're interested in, not just work-related
- Have a conversation with a peer about what you want to learn and how you want to learn
- Define what would help/hinder you
- Share your goals for self-directed learning



## 9. Build sustainable learning support

- Take advantage of any coaching opportunities via your employer
- Develop curiosity, analysis, study and research skills
- Talk to other self-directed learners to find out what works for them
- Set up a Working Out Loud Circle (visit [www.workingoutloud.com](http://www.workingoutloud.com))

## 10. Reflect on experiences

- Write about your experiences in a journal – this could be hard copy or a digital tool
- Create mind-maps to make sense of complex topics or large amounts of information
- Share your learning via a blog – eg the LinkedIn 'Articles' tool or a regular blogging platform

