Becoming a Champion at Self-Directed Learning
Session 3
Becoming an Intentional (Self-Directed) Learner

Wednesday, December 9, 2020
Interactive Tools
Objectives

• Become familiar with the process of self-directed learning, and the steps you’ll begin to take to embark on your journey as a self-directed learner

• Identify a **destination** topic or skill you’d like to develop (that requires depth, thought and action), and (begin to) map out your **itinerary** to reach your destination

• Select and commit to 3 actions you’ll take by the end of January 2021 to make progress towards your destination
Session Resources

- **Placemat**
  - Take notes
  - Reflect

- **Self-Directed Learning Journey Planning Document**

- **Becoming an Intentional (Self-Directed) Learner** section of the Employee Learning Week 2020 webpage
  - Supplemental articles, template, job aid, and related information
Malcolm Knowles’ definition

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 those learning outcomes”
Process of Self-Directed Learning

Identify Your Destination

Plan Your Itinerary

Take Your Learning Journey

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Process of Self-Directed Learning

Identify Your Destination

Determine the knowledge base or skill you want to build – an area of expertise that will position you to contribute more effectively and prepare you for new roles and responsibilities.
Plan Your Itinerary

Map out the activities (and timeline) that will move you forward, including learning activities, connections with people, application opportunities, new habits, and more to ensure you reach your destination.
Process of Self-Directed Learning

Take Your Learning Journey

Execute your plan, working along the way to consolidate learning and apply new skills. Monitor progress, and loop back to the “identify your destination” step as needed to revise goals.
Self-Directed Learning Calls For...

• **Motivation to Learn**
  • Intrinsic motivation, openness to experience, curiosity, persistence

• **Resourcefulness**
  • Interpersonal and internet savvy – digital literacy, question-posing, networking

• **Learning Skills**
  • Facility engaging in specific effective learning practices

• **Self-Assessment**
  • Ability to discern one’s own strengths and opportunities, and identify learning needs

• **Planning Skills**
  • Ability to sketch and implement a well-thought-out strategy for learning over time

• **Self-Efficacy**
  • Belief in one’s own ability to learn and grow
Activity:
Experience the Process of Self-Directed Learning

• As we swiftly approach 2021 (thank goodness!), what are you thinking about in terms of how you want to develop yourself? **Put your responses in chat.**

• If you use competencies, they can help guide your thinking.

• Consider where you may be hanging out along the Mindset Continuum as you respond to this prompt – how might that be informing your responses?
Activity:
Experience the Process of Self-Directed Learning

• You will be randomly assigned to breakout rooms, groups of 3-4
• You’ll be working with the Self-Directed Learning Journey Planning Document
  • Identify Your Destination (page 1)
  • Plan Your Itinerary (page 2, with assistance from page 3)
  • (Plan to) Take Your Learning Journey (pages 4-5)
• You’ll have 30 minutes for this activity
What did you learn about yourself?
What did you take away from that activity?

*Quiet reflection precedes transformation.*
Evaluation Form – please complete now!
Coming Attractions

• Thursday, December 10, 12:15 – 1:15 pm
  Engaging and Collaborating with Others
Thank you