

# LEARNING FROM OTHERS

Employers want staff who are quick to learn and able to share what they know with others, but gaining confidence to ask questions can take time. This Challenge will help you think how best you learn.

## 1 HOW DO WE LEARN?

We all know we learn in school but how exactly do we learn?




See if you can list 7 different ways you learn.

Here are some examples: Playing games, from my mates, through making mistakes, etc

Ways I learn	My favourite way I learn

Now on the right hand column order the ones which you like best. This is what people call your favourite learning style.

One of the most powerful ways of learning is by doing. At work you do a lot of doing! Do you agree with this quote?

**“TELL ME**            **AND I FORGET,**  
**TEACH ME**            **AND I REMEMBER,**  
**INVOLVE ME**            **AND I LEARN”**

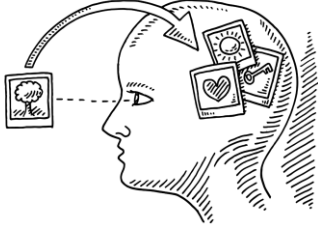



*Benjamin Franklin*



Benjamin Franklin was a working class boy who was called the ‘First American’ man. He was an inventor, a moral crusader, a successful publisher, a diplomat and is on the \$100 bill !

## 2 Learning styles

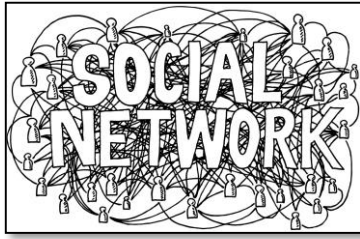
Educators tell us that there 7 main Learning Styles. Review the ones you ticked as your favourite ways to learn (on the previous page) as you look at this table below. In reality most of use a mixture of these styles.

LEARNING STYLES	LEARNING AT WORK
<p><b>VISUAL</b></p> <p>You learn best when you see pictures, images,</p> 	<p>You can learn lots about your job from signs and notices. Some of these are important health &amp; safety signs but others are instructions.</p> <p><b>TIP:</b> If you learn best through seeing take a photo of the signs or equipment on your phone so you can study later.</p>
<p><b>AURAL</b></p> <p>You learn best when you hear sound and music.</p> 	<p>Work places can be noisy but you can often listen to how machines are supposed to work and spot a problem by just listening.</p> <p><b>Tip:</b> Trust your audio instincts. If you think that machine or that telephone call doesn't sound right you are probably right!</p>
<p><b>VERBAL</b></p> <p>You prefer using words, both in speech and writing to learn.</p> 	<p>Lots of us learn best this way so use your voice to ask questions and repeat back to yourself what you've been told.</p> <p><b>Tip:</b> Bring a note book with you or write down key instructions and advice on your mobile notes page.</p>
<p><b>PHYSICAL</b></p> <p>You learn best when you use your body, hands and sense of touch.</p> 	<p>Lots of jobs require you to learn by holding things and using your body. For example you can't learn to be a life guard without jumping into the water!</p> <p><b>Tip:</b> When being taught tell the trainer "I learn best through doing, can I have a go?" This is so important for many jobs which require physical work.</p>
<p><b>LOGICAL</b></p> <p>You learn best when you use logic, reasoning and systems.</p> 	<p>Most jobs involve using a computer or machine in some way and employers will expect you to be able to use basic systems.</p> <p><b>Tip:</b> If you learn best through systems let others know, companies need people to be able to review to programme, a check-out till system or review statistics on sales etc.</p>

## Learning styles continued

### SOCIAL

You prefer to learn in groups or with other people.



One of the things that most companies need these days is an online presence on social media. If you are good at this and learn through engaging with customers or colleagues let the company know.

**Tip** – some of the best ways to learn are over a cup of coffee or a meal. If you are struggling to learn at your job ask if you can meet socially to talk about the job.

### SOLITARY

You learn best when you work alone and use self-study.



Lots of companies will give you opportunities to continue your studies once you have completed your initial induction. You can still learn from others independently

**Tip** Why don't you ask your boss for documents and procedures you can study on your own. Search for work tutorials on YouTube which you can review on your own.

## 3 FINDING A MENTOR

One of the most valuable ways to learn when you start work is to find a mentor. A mentor is someone you respect and who has experience of the job or task you have to do and would be willing to help you as you learn.

Look for someone who is approachable, kind, and an encourager (not a 'know it all')

Most people really flattered if you ask them for help and you can do this informally, for example:

*"I'm struggling in master this, would it be OK if you mentored me for a few weeks until I really get it?"*

Or

*Do you mind me asking how you got confident in doing this task? Could we meet for a coffee so you can coach me in getting it right?"*

*The great thing about a mentoring relationships is that the mentor will also learn things from you!*

*Who knows soon you could be a mentor for someone else one day.*



Who do you know who could become your mentor?

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④ It's great to identify specific things which you want to learn from other people.



Why not share with someone else what you have learnt today!