

# Personalised Work Based Learning Strategies

Learning occurs through a combination of cognitive strategies such as listening, speaking, reading, writing, memorising, observing, watching, reflecting, contemplating, discussing issues of interest and concern to us, and the list goes on. We may have our favourite strategies that make learning easy and there are some we may use more rarely because they require more effort. Learning can also occur when we are not consciously aware of the deeper underlying process taking place, for example when we are playing, imagining, dreaming, and meditating. Even though jokes are not always thought to be evidence of learning, they indicate that we have connected information in a surprising, interesting, and novel way, which is indeed a form of learning.

The success of each of our learning strategies relies on the level of skills we have developed through paying attention, repetition, rehearsal, experimentation, and organisation of knowledge so that it is easily retrieved when required.

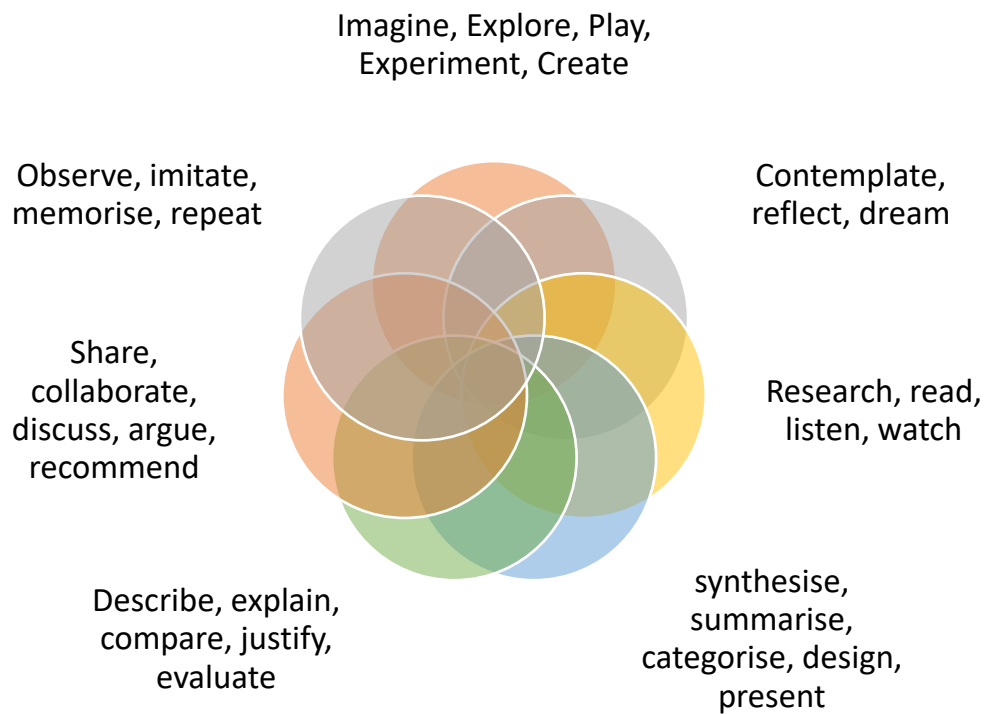
Some of the most popular learning activities in the workplace include Professional Discussions, Coaching, Mentoring, Networking, Journaling and Critical Self-Reflection as illustrated below:

**Figure 1: Learning Activities (Mahil 2021)**



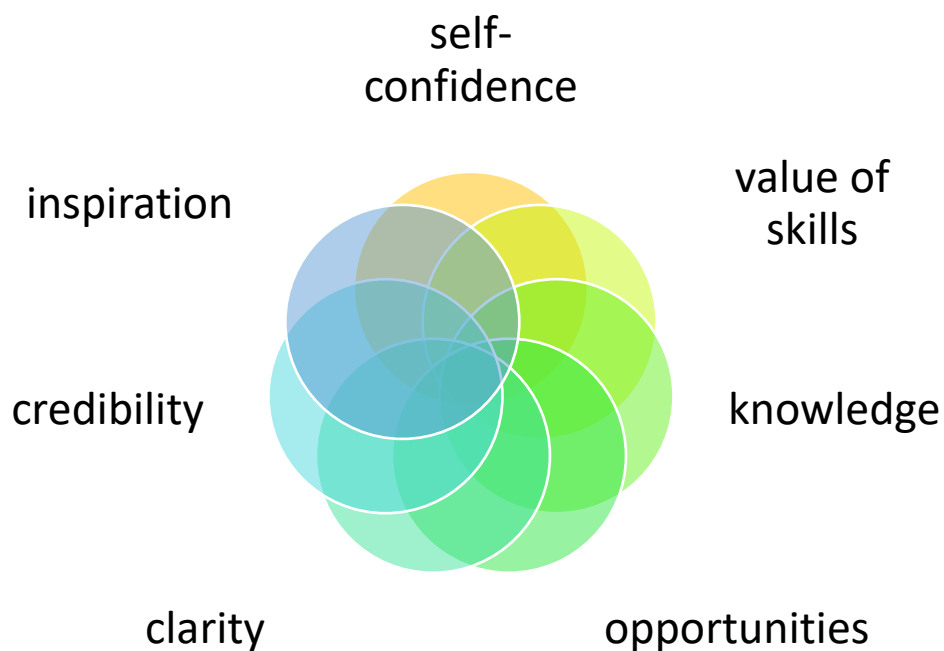
Using a **variety** of learning activities and learning strategies can lead to a deeper level of valuable learning with more effective application of this learning in the workplace.

**Figure 2: Learning Strategies (Mahil 2021)**



Learning strategies need to be aligned with desired outcomes. In return for our time and effort invested in learning we may expect noticeable increase in confidence, improvement in skills or expansion in our awareness of knowledge and theories and the wider range of options and opportunities available to us.

**Figure 3: Examples of Desirable Learning Outcomes (Mahil 2021)**



The long-term outcomes of learning may include a desire for prosperity, well-being and a much greater freedom of choice regarding where we live, who we live with and the lifestyles we cultivate for ourselves. Indeed, we may feel motivated to study for long-term gain, rather than engaging in short-term pastimes, because we wish to emulate a lifestyle that we admire, lived by those who claim to have followed a similar process.

Which of the **activities** listed in Figure 1 above provide you with the greatest opportunity to use the learning **strategies** listed in Figure 2 and desired outcomes listed in Figure 3?

Table 1 below is an example of how you may create your own action plan to design and create your own framework for work-based learning. Add your own examples of learning strategies you have used in the second column. Notice which strategies you use most often. Experiment with learning strategies that you use less often in the workplace, for example joking, imagining or taking time to explore things. Identify the strategies that have created the greatest impact (desired outcomes) for you to create your own personalised learning log and plan. Modify Table 1 below to suit your own learning needs.

**Table 1: Example of learning log based activities to learning strategies and impact in the workplace**

Date	Activity	Learning Strategies Used	Outcomes & Impact in the workplace
	Professional Discussions	Described, explained, compared, justified, evaluated, joked	increased self confidence
	Critical Self-Reflection	Contemplated, recommended, argued for & against, hypothesised	Sharper communication skills
	Journaling	Wrote, summarised, synthesised, played with ideas	Deeper level of knowledge
	Networking	Shared ideas, collaborated, confirmed, researched	Wider range of opportunities
	Mentoring	Observed, imitated, modelled, explored, memorised, validated	Greater clarity & inspiration
	Coaching	Articulated and shared ideas, imagined possibilities, created opportunities	More visibility & credibility
	? Add your own type of activity	? Add your own learning strategy	? Add your own outcome
	? Add your own type of activity	? Add your own learning strategy	? Add your own outcome
	? Add your own type of activity	? Add your own learning strategy	? Add your own outcome
	? Add your own type of activity	? Add your own learning strategy	? Add your own outcome
	? Add your own type of activity	? Add your own learning strategy	? Add your own outcome
	? Add your own type of activity	? Add your own learning strategy	? Add your own outcome