



# Your Self-Directed Learning Journey



## TO DO Plan your journey



### ORIENTATING

- ❑ Experience a trigger that reveals a learning need
- ❑ Self-assess current state of knowledge and skill
- ❑ Envision future state and desired level of proficiency
- ❑ Define or revise learning and performance goals
- ❑ Evaluate outcomes
- ❑ Compare progress to ideal



### WAYFINDING

- ❑ Curate learning materials
- ❑ Seek out helpful people
- ❑ Determine overall strategy
- ❑ Make plan (specific activities, pace, timeline)
- ❑ Obtain needed resources (time allocation, funds, purchases, equipment, space, etc.)
- ❑ Mitigate or maneuver around barriers



### JOURNEYING

- ❑ Implement plan (engage with people and materials)
- ❑ Apply learning in real-world projects; practice new behaviors
- ❑ Share and discuss learning; obtain feedback; seek assistance
- ❑ Experiment with new actions or roles
- ❑ Reflect; make meaning
- ❑ Build competence and confidence

## TO BRING Hone your capabilities

### Motivation to learn

*Impetus to pursue learning projects; 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; understanding one's own metacognitive processes*

### Self-assessment

*Ability to discern one's own strengths and opportunities and to identify learning needs*

### Planning Skills

*Ability to sketch and implement a well-thought-out strategy for learning over time; strategies for effective learning; activity structuring, time management*

### Self-Efficacy

*Belief in one's own ability to learn and grow; personal responsibility; positive orientation*

## TO START Curate a robust learning environment



### Learning Resources

*Books, articles, videos, podcasts, manuals, etc.*



### Formal Activities

*Courses, webinars, learning modules*



### Interpersonal Connections

*People who serve as guides, mentors, or sounding boards plus organizations or conferences*



### Learning & Development Activities

*Activities to generate and solidify learning*



### Experiential Learning

*Opportunities to practice and apply learning*

## TO LAUNCH Quality-check your plan



You are on the right path if you have...

- ✓ A clear destination or vision
- ✓ High quality learning materials
- ✓ Dynamic companions
- ✓ Deep reflection and consolidation activities
- ✓ Challenging, authentic practice and application opportunities
- ✓ A planned but flexible itinerary (waypoints, schedule)



Source: Self-Directed Learning: Essential strategy for a rapidly changing world  
By Catherine Lombardozi, Ed.D. (Learning Guild Research Report, 2020)  
See also: <https://l4lp.com/curated-resources/scaffolding-self-direction-at-work>