

Learn Every Day in Every Way

It is easy to be lulled into taking learning for granted and into assuming that it is a totally 'natural' process that doesn't require attention or maintenance. Much safer to assume that learning is a skill that, like any other, needs to be worked at and constantly practiced to keep it in trim. Here are twelve reasons (but not an exhaustive list) from Peter Honey as to why it is worth making learning your permanent resolution:

- **Learning is the only skill that can never ever become obsolete**
All your other skills are in danger of being overtaken by events and passing their sell-by date, but learning? Never. Human beings will always need to learn.
- **Your learning provides the gateway to everything else you want to do**
Everything you want to know, you have to learn. Everything you want to do, you have to learn to do. Learning is the way to achieve your dreams and your potential.
- **Learning makes life much more interesting**
It keeps you on your toes, fuels your curiosity and helps you to be more enthusiastic. Learning is the key to leading a more fulfilled and purposeful life.
- **Learning makes you more employable**
It isn't realistic to count on a job for life. Make yourself attractive to employers and demonstrate that you are constantly updating your skill base and being adaptable.
- **The more you learn the better placed you are to help other people learn**
You can do this by being a role model for learning and by openly sharing what you've learned with others. Sometimes people worry that this would be too helpful to potential rivals, but by learning all the time, you'll keep ahead of any competition.
- **Learning helps you meet the demands of change**
There is nothing permanent except change and the only way to ride the waves is to make sure that your rate of learning exceeds the rate of change.
- **Learning equips you to make informed decisions**
We are likely to make more responsible choices if we keep learning how to weigh up the pros and cons of different courses of action.
- **Learning increases your self-awareness**
It helps you to sort out who you are and why you are here. It helps you to take stock of your talents and capabilities and to come to terms with your limitations.
- **Learning is a way of converting mistakes into something worthwhile**
Inside every mistake there are lessons waiting to get out. Learning digs out those lessons and ensures that there is gain from the pain.
- **Learning helps you become more independent, more self-sufficient**
Taking charge of yourself is a far better option than waiting for other people to provide you with opportunities. You might wait forever.

- **Learning boosts your self-confidence**
Low self-esteem is a horrible, energy sapping feeling. Learning is one way to avoid it.
- **Learning to learn – the ultimate life-skill**
You can turn learning in on itself and use your learning skills to help you learn how to become an increasingly effective learner. Learning to learn is the key to enhancing all the above.

‘I don’t have time...’

We understand that our staff are busy with the day job and you may not feel you have any capacity in the workplace or in your personal time – but in order for you to reach your potential for both your current role or a future role, we want you to create time to focus on your personal development.

Your manager should give you reasonable time away from the workplace to meet the development needs outlined in your Performance Review, but you may also need to carry out some learning in your own time.

Spending time on your personal development is important because:

- You can develop your current skill set for the future.
- You can learn more about the organisation and the new NHS system.
- It helps you discover your hidden talents and skills.
- It expands your horizons and allows exposure to other teams, projects and professions.
- It makes way for other opportunities in your role.
- It will increase your personal job satisfaction.
- You can build a great support network around you with like minded people.
- You are sharing your knowledge and skills with others which will help you develop your coaching and training others skills.
- It enables you to overcome your fears. For example, if you hate public speaking, why not have a coaching session or attend a presentation skills workshop?
- **It pushes you out of your comfort zone.** Real growth comes with hard work and sweat. Being too comfortable doesn’t help us grow – it makes us stagnate. Consider what your comfort zone is and then shake your routine up. Do something different.
- It enables you to quit a bad habit and cultivate a new improved one.
- And above all... The most respected leaders ensure they are continually learning to be able to lead their organisations more effectively and deal with change – if you are an aspiring leader, this is the place to start!

We encourage you to take control of your own learning and career path, and endeavour to learn something new every day. Your talent and potential is limitless, so it’s impossible to reach a point of no growth, or by the same token, perfection.