



Learner®

THEME DESCRIPTION

You love to learn. The subject matter that interests you most will be determined by your other themes and experiences, but whatever the subject, you will always be drawn to the process of learning. The process, more than the content or the result, is especially exciting for you. You are energized by the steady and deliberate journey from ignorance to competence. The thrill of the first few facts, the early efforts to recite or practice what you have learned, the growing confidence of a skill mastered — this is the process that entices you. Your excitement leads you to engage in adult learning experiences — yoga or piano lessons or graduate classes. It enables you to thrive in dynamic work environments where you are asked to take on short project assignments and are expected to learn a lot about the new subject matter in a short period of time and then move on to the next one. This Learner theme does not necessarily mean that you seek to become the subject matter expert or that you are striving for the respect that accompanies a professional or academic credential. The outcome of the learning is less significant than the “getting there.”

POWER AND EDGE

People with strong Learner talents not only love to learn, but also intuitively know how they learn best. They can learn quickly, and when focused, they can keep a group, team and organization on the cutting edge.

LEARNER IN ACTION

Words that might describe a person with dominant Learner talents:

curious
interested
inquisitive
open-minded
studious
passionate
competent

ACTION ITEMS

- Refine how you learn. If you learn best by teaching, seek out opportunities to instruct others. If you learn best through reflection, carve out this quiet time.
- Designate yourself as an early adopter of new technology, such as a new point-of-sale or back-office system. You will learn quickly and be able to share important advances with your colleagues and peers.
- Honor your desire to learn. If you can't fulfill this need at work, take advantage of adult educational opportunities in your community. Discipline yourself to sign up for at least one new academic or adult learning course each year.
- Be a catalyst for change. Others might be intimidated by new rules, new skills or new circumstances. Your willingness to soak up this “newness” can calm their fears and spur them to engage. Take this responsibility seriously.
- Find ways to track the progress of your learning. If there are distinct levels or stages of learning within a body of knowledge or skill, celebrate your progression from one level to the next. If no such levels exist, create them for yourself. (For example, set a goal of reading five books on a subject.)
- You love the challenge of a steep learning curve, so beware of learning plateaus. Seek opportunities to stretch yourself with more difficult topics, courses or projects.
- Continually seek out opportunities to learn about challenging aspects of your business.