

How do I learn best?

This group activity will encourage workers to discuss the different ways of learning, and the benefits and disadvantages of each.

Workers to reflect on their own learning experiences at work and how they can share their own skills and experience with others.

Duration: 25 minutes

Resources: Example Venn diagram, 20 cards.

What core skills does this address?

- Problem solving skills
- Reflecting on their own learning and development

What Care Certificate standards does this address?

- 2.2 Describe how reflecting on their experiences has helped to develop their knowledge, skills and understanding
- 2.1 Contribute to drawing up their own personal development plan

Introduce the activity

Explain that developing your skills and knowledge involves different types of learning. Suggest that these opportunities could be grouped into three types of activities:

- taking a course or gaining a qualification at work or at college (formal learning)
- taking part in team meetings, supervision or coaching sessions (non-formal learning)
- learning 'on the job' with a colleague or talking with others at break time (informal learning).

Use the Venn diagram template or write your own version on a sheet of flipchart paper and place on a table.

Ask each group to put the cards on the Venn diagram in the relevant section – some cards might relate to one or more learning types.

Ask workers to justify their decisions during the feedback discussion.

Feedback and discussion

You could use these questions to structure the discussion:

- what factors tend to make learning easy or difficult?
- what are the benefits and limitations of learning 'on the job'?
- what are some of the benefits of gaining a qualification?
- what aspects of care work take a while to learn? Why?
- how do you share your skills and experience with others at work?
- what tips would you give someone if they have to demonstrate a job task to a new member of staff?

Ask the group to help you write a list of practical tips about sharing skills and knowledge with others at work.

You might write the tips as do's and don'ts on a flip chart, using the following sentence starters -

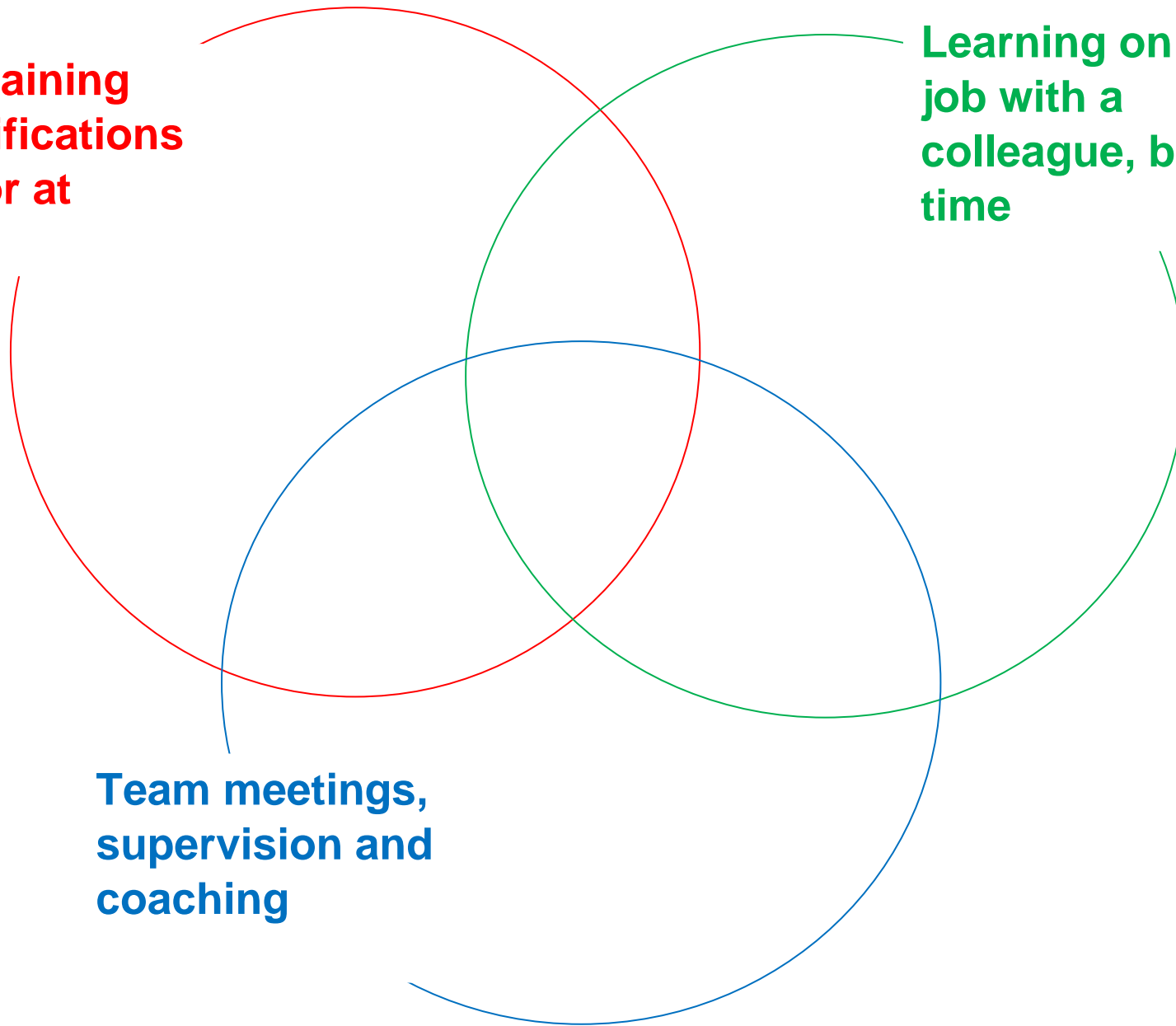
- 'Always make sure that you...'
- 'Try not to...'

Using sentence starters in this way is a simple strategy to help staff to record their ideas.

**Formal training
and qualifications
at work or at
college**

**Learning on the
job with a
colleague, break
time**

**Team meetings,
supervision and
coaching**



I like to watch someone do something first then copy them.	I like to learn by 'doing' rather than talking.	I like to learn and practise with equipment I use every day.	I like to be away from workplace so I can concentrate.
I like hearing about different ways of doing a job.	I like to be able to stop someone if I'm not sure.	I like to know that it doesn't matter if I make a mistake.	I like to sit with someone 1:1 on a regular basis to see how I'm getting on.
I like being shown how to do something on a 1:1 basis.	I like being shown how to do something on a 1:1 basis.	I like to know that my work meets national standards.	I like learning in a group. Working 1:1 can put you under pressure.
I like to have time to talk and learn about my job with others on my shift.	I like to be able to ask questions if I am not sure of anything.	I like to get qualifications as they are useful if you apply for another job.	I like to sit with someone and plan what I am going to learn.
I like to look back at the hand outs to make sure I understood everything.	I like to hear how people do my job in other places.	I like it when we work together to solve a problem.	I like to be given simple and clear instructions.

