# Level-up your Skills

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Level-up your Skills

- Discover the type of learner you are
- Types of Learners
- Learning Experience
- How do we learn ?
- Learning Theory
- Memory
- Metacognition
- Really … how do we learn ?
- Exploit memory
- Productive failure
- Learn it like a story
- What does this button do ?
- Durable learning
- Simple steps

- Visual Learners / Spatial Learners
  - Visualize graphs and charts on how concepts and ideas are connected

- Auditory Learners
  - Hear the information and recite it out loud

- Reading/Writing Learners
  - Read and take notes to learn better

- Logical Learner
  - Explore and understand patterns, formulas and numbers
  - Based on rules and procedures

- Kinesthetic Learners
  - Hands on experience

Born ○———○———○———○———○———○——/ ⋯⋯⋯⋯⋯⋯⋯

Crawl   Stand   Walk   Run   Jump   Life Happens

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Learning Experience
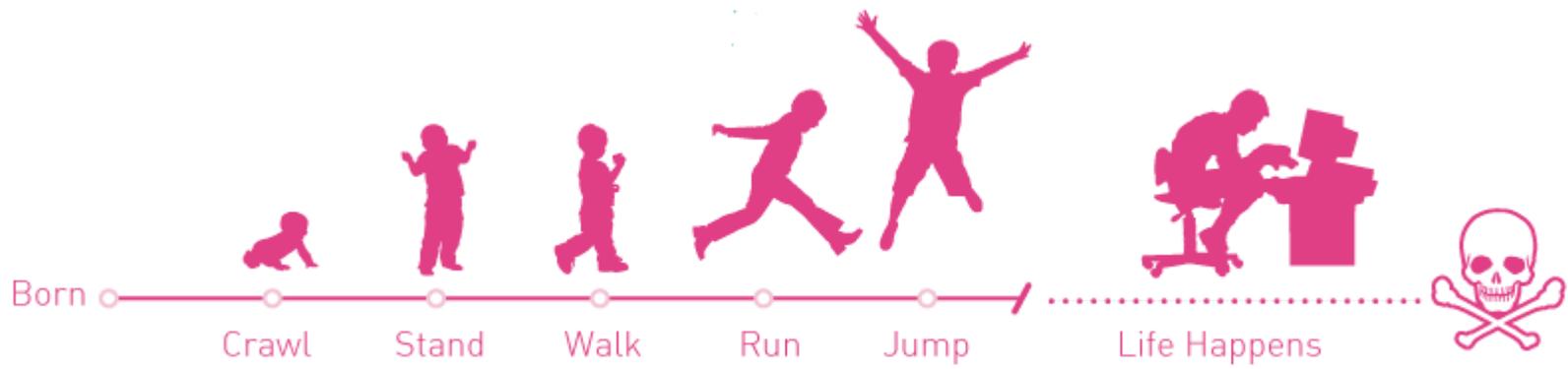
- Observing others or obtain information

- Understanding

- Mental connections *

- Applying

- Creative play / Imagination / Remembering

- Repetition *

- Teaching others *

* Statistically considered the best ways of learning

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How do we learn ?

- Consistent, daily, time-boxed intervals

- Dedicated desk in a dedicated room

- No distractions, no Facebook or Twitter, no TV

- Classical music or no music at all

- Consistent study sessions (25-50 minutes)

- Take notes

- Highlight key ideas

Learning theory

- Learning is a dynamic, active process

- People learn to learn as they learn

- Our inner voice determines how and what we learn

- We learn what has meaning, connections and most of all value for us and our lives

- We can only learn things that fit within our actual mind landscape... if something does not have a place there we must first build one

- Learning occurs over time, depending on the usage of new knowledge and it's connectivity with other concepts, ideas or information we already learned

- We understand better when we talk to people and try to explain what we learned

Memory

- It would be counter productive to remember everything we ever hear, think, see and experience

- Meaningful things get remembered for longer periods of time

- We forget most rapidly in the first hour after learning

- We forget the most in the first 9 hours after learning

- We forget 60% of information in the first 24 hours after learning

- Overlearned things are remembered for longer periods

- Awareness about how our thought process is working

  - Pre-assessments – what do I know about this topic?

  - The Muddiest Point – what is the thing I found most difficult to understand ?

  - Retrospective Post-assessments – what do I know about this topic now, compared to what I knew before

  - Reflective Journals – taking notes on what went well in learning and what did not work

Really... how do we learn ?

- Consistent time-boxed intervals create a habitual mindset for learning

- Try different rooms, environments, music

- Get into a positive state of mind before learning

- Learn for 20~50 minutes at most and then stop

- Link what you are learning with what you already know

- Try to learn in the after noon before you go to sleep or in the morning

- Aim for durable and concrete rather then fast

- Learning works based on your internal beliefs system

Single-session Spaced Learning Pattern

Rest — 10 min

Rest — 10 min

Study — ~ 20 min

Study* — ~ 20 min

Study* — ~ 20 min
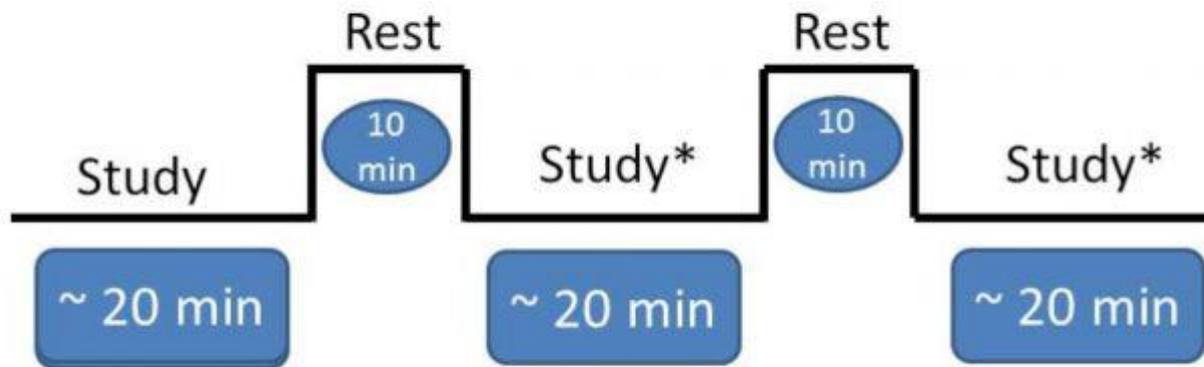
* Same information re-studied

Exploit memory

- Distribute recall of learned information over multiple sessions

- Associated personal factors to the learning process (smells, sounds, colors)

- Avoid intellectually or emotionally <u>engaging</u> situations after each study session

- Structure what you read or learn in different ways so that they have a higher change of it being involuntarily remembered

- Explain to people what you learned

Productive failure
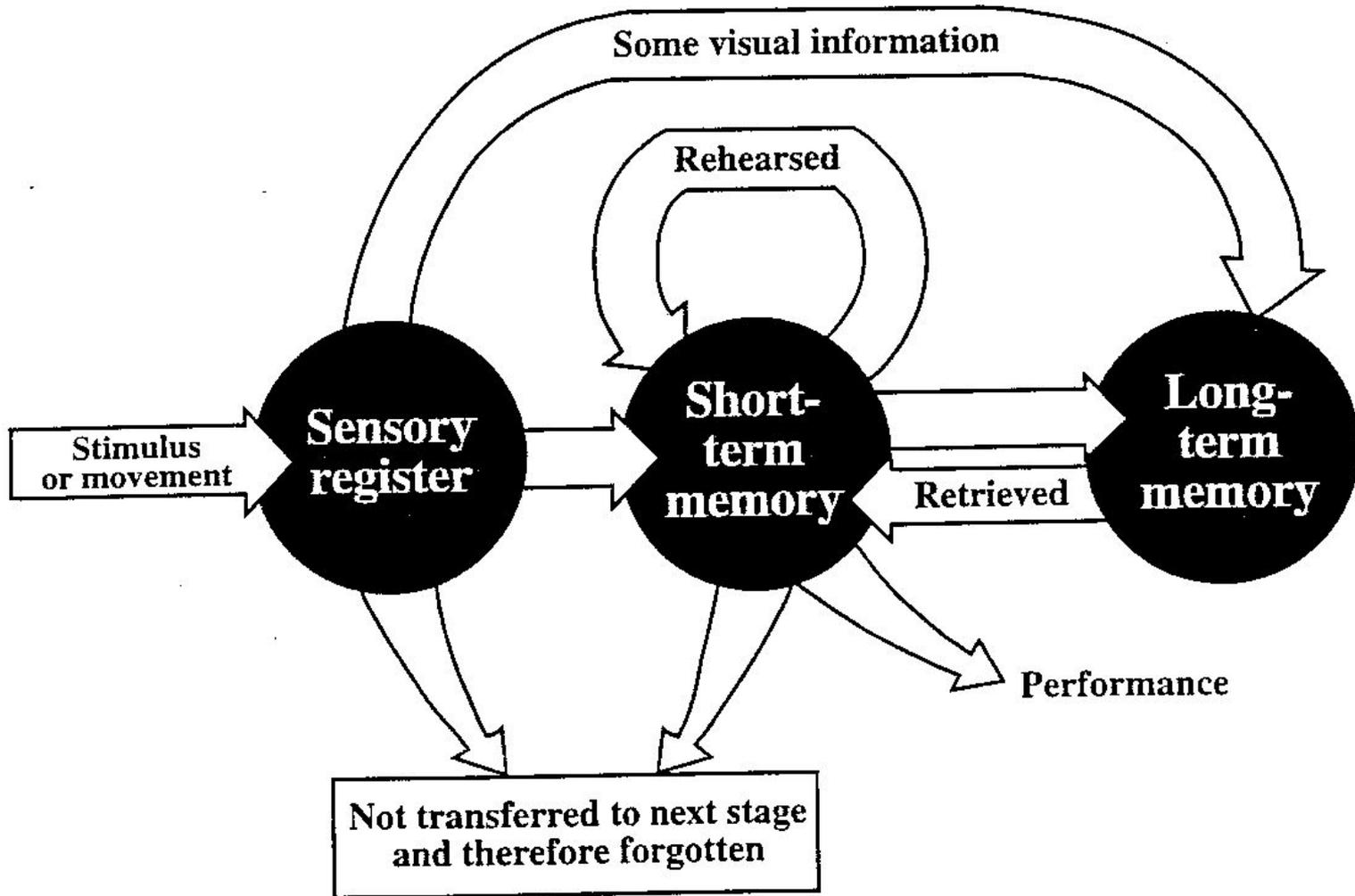
- Avoid learning from "step-by-step" type of materials

- You need to fail in order to mobilize your mind to discover new connections

- Productive failure <u>helps link current knowledge to previous experiences</u>

- Ask for help only when you feel you are losing time

- Understand failure and establish one ore more strategies to avoid failure in the future

Learn like it was a story

- Find connection between what you are learning and other things in your mind

- The brain loves to make sense of things so try to create schemas, relations, drawing and other creative elements with the information you are learning

- Tell it in a story

- Make the story emotional so that the information would hold more meaning to the brain

- Be creative in terms of how you tell your story

What does this button do ?

- In order to structure and store information better try to understand why you learn what you learn

- Our brains are curious and want to find solutions to problems

- Present it with a problem and ask yourselves how the knowledge you are learning helps you solve that problem

- Putting information in context, structuring and trying to find connections with what we already know servers for a better understanding and durable learning

Durable learning

- While in the process of learning seek feedback

- Feedback can help us learn the best things we need

- Practice without feedback might leads us to learn some creative but non-practical solutions

- Make sure you learn the right things

- Feedback can be obtained from colleagues, public sources (forums, blogs, public repositories – but use caution), mentors, teachers

Simple steps

- Think of what you know about the topic

- Read what you want to learn

- Time box reading

- Try to see how it fits with the other information you posses

- Establish key points

- Write them down

- Put them to practice

- Time box the practice

THANK YOU!

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