

## DEDICATED LEARNER

High-level self-directed learners are dynamic, resilient, and own their learning journey. They proactively seek growth and adapt their knowledge, skills, and attitudes for success in a dynamic world. Their approach to learning is comprehensive and integrated, encompassing not just the acquisition of knowledge but also the development of skills and attitudes necessary for success in an ever-changing world.

## INTERMITTENT LEARNER

Intermittent learners sporadically set and pursue learning goals with varying follow-through. They engage in new experiences and seek feedback inconsistently, learning from challenges and setbacks at their own pace. Their approach to personal development and collaborative learning is not steady.

## RELUCTANT LEARNER

Reluctant learners often avoid new skills or topics outside their comfort zone and tend to give up easily when faced with learning challenges exhibit a low level of self-directed learning. They rarely set personal learning goals or actively seek feedback for improvement. rarely engage in learning activities beyond job requirements, showing reluctance to try new methods or seek new learning opportunities.



# THE LEARNING LATITUDE

Learning Commitment Level Self-discovery Quiz

# A Learning Commitment Level Self-discovery Quiz

## THE LEARNING LATITUDE

### Reluctant Learner

You often avoid learning new skills or topics outside your comfort zone.

You tend to give up easily or avoid seeking help when faced with learning challenges.

Setting personal learning goals is not a regular practice for you.

Seeking feedback from others to improve your skills and knowledge is not a common action for you.

You typically respond to failure or setbacks in the learning process with discouragement or avoidance.

Engaging in learning activities that are not required by your job or personal circumstances is rare for you.

You do not take the initiative to find resources or opportunities for learning new things.

You are not open to trying new methods or approaches in your work or personal life.

### Intermittent Learner

You set goals for your learning but may not always follow through with them consistently.

When faced with a challenge, you try to find a solution but might not always succeed on your first attempt.

You occasionally seek out new experiences or try new things to expand your knowledge.

You read books or articles on topics you are interested in, but not as regularly as you could.

You sometimes seek feedback from others to improve your skills and knowledge, but it's not a constant practice.

You learn from your mistakes and try again after facing failure or setbacks, but you might feel discouraged initially.

You collaborate with others on projects or initiatives but might not always take the lead.

You attend workshops, courses, or other learning opportunities occasionally, but not as often as you might benefit from.

### Dedicated Learner

You consistently set and achieve ambitious personal learning goals, demonstrating a deep commitment to your ongoing development.

When confronted with challenges, you explore multiple solutions, using creative and innovative problem-solving approaches.

You proactively seek new experiences and opportunities to expand your knowledge, often venturing outside your comfort zone.

Engaging with books, articles, and diverse learning materials is a regular and integral part of your learning routine.

Actively seeking and utilizing feedback to improve your skills and knowledge is a constant practice in your learning process.

You view failures and setbacks as vital learning opportunities, using them to fuel your growth and resilience.

Collaboration with others is a frequent part of your learning strategy, often taking a leadership role in group learning settings.

You consistently participate in workshops, courses, and other learning opportunities, always seeking to enhance your knowledge and skillset.

Carefully read the statements in each category

Reflect on how often these statements apply to you in your daily life

There's no scoring system; simply assess which category's statements resonate most with your typical behaviors and feelings

After reviewing all categories, determine which one best represents your current learning commitment level

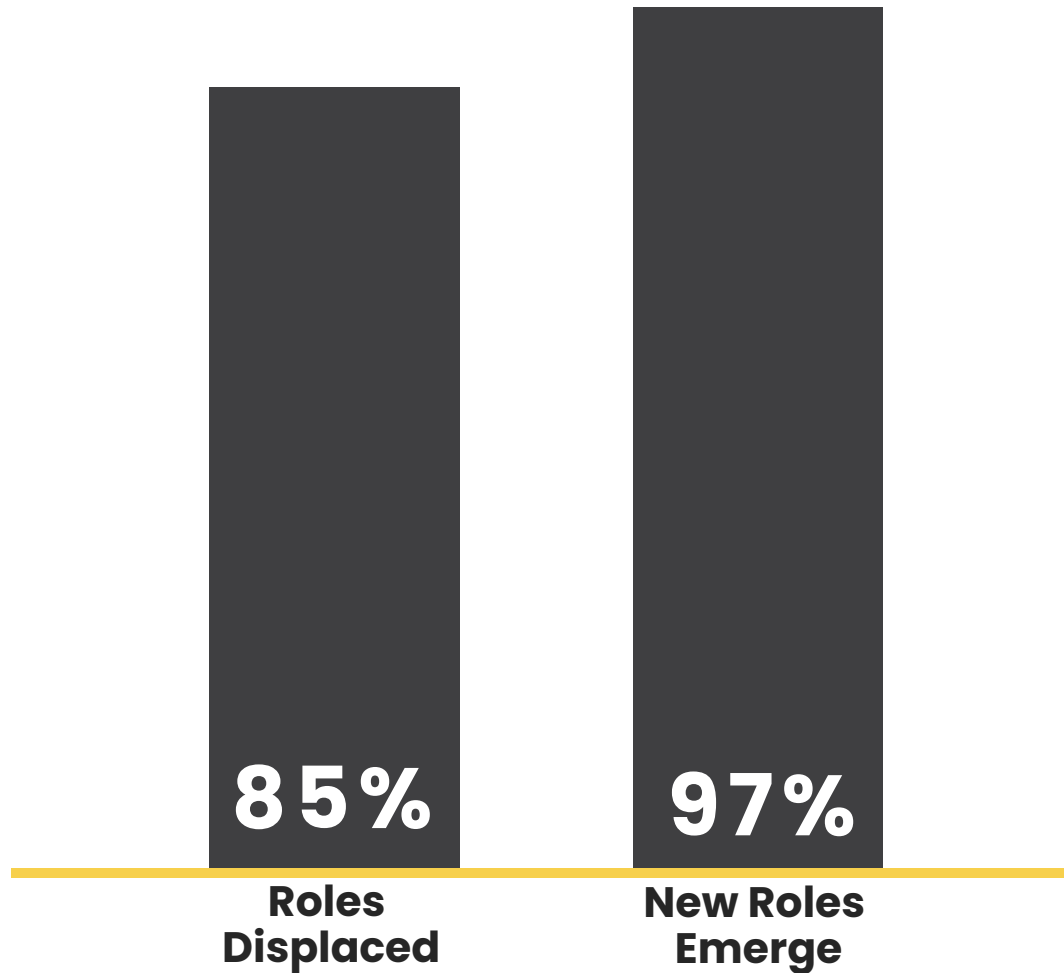


# **LEARNABILITY**

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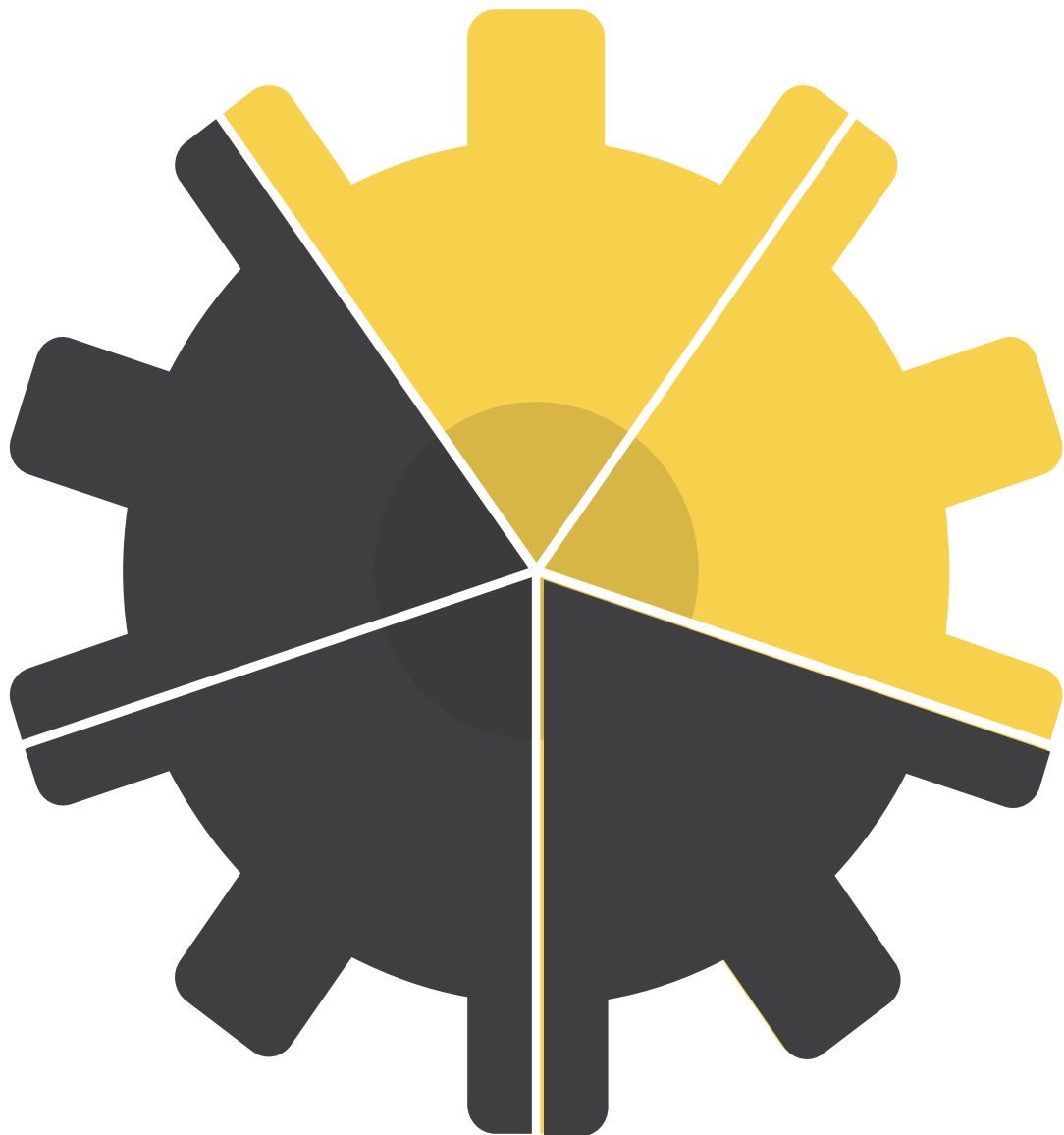
In today's rapidly changing landscape, organizations need to stay agile and adaptable, with employees possessing the learnability necessary to facilitate change. But what is learnability? Learnability is the capacity and willingness to quickly acquire new skills, knowledge, and capabilities in order to remain employable throughout one's career. It involves developing the ability to grow, adapt, and evolve as necessary in order to progress professionally. In other words, it's not just about having the right skills; it's also about being able to recognize when those skills are no longer relevant or sufficient and proactively developing the ones needed for future success.

World Economic Forum's  
"The Future of Jobs"  
**Estimates**



**40%**

**Employed workers will need  
to learn new skills just to  
stay relevant in their  
current role**



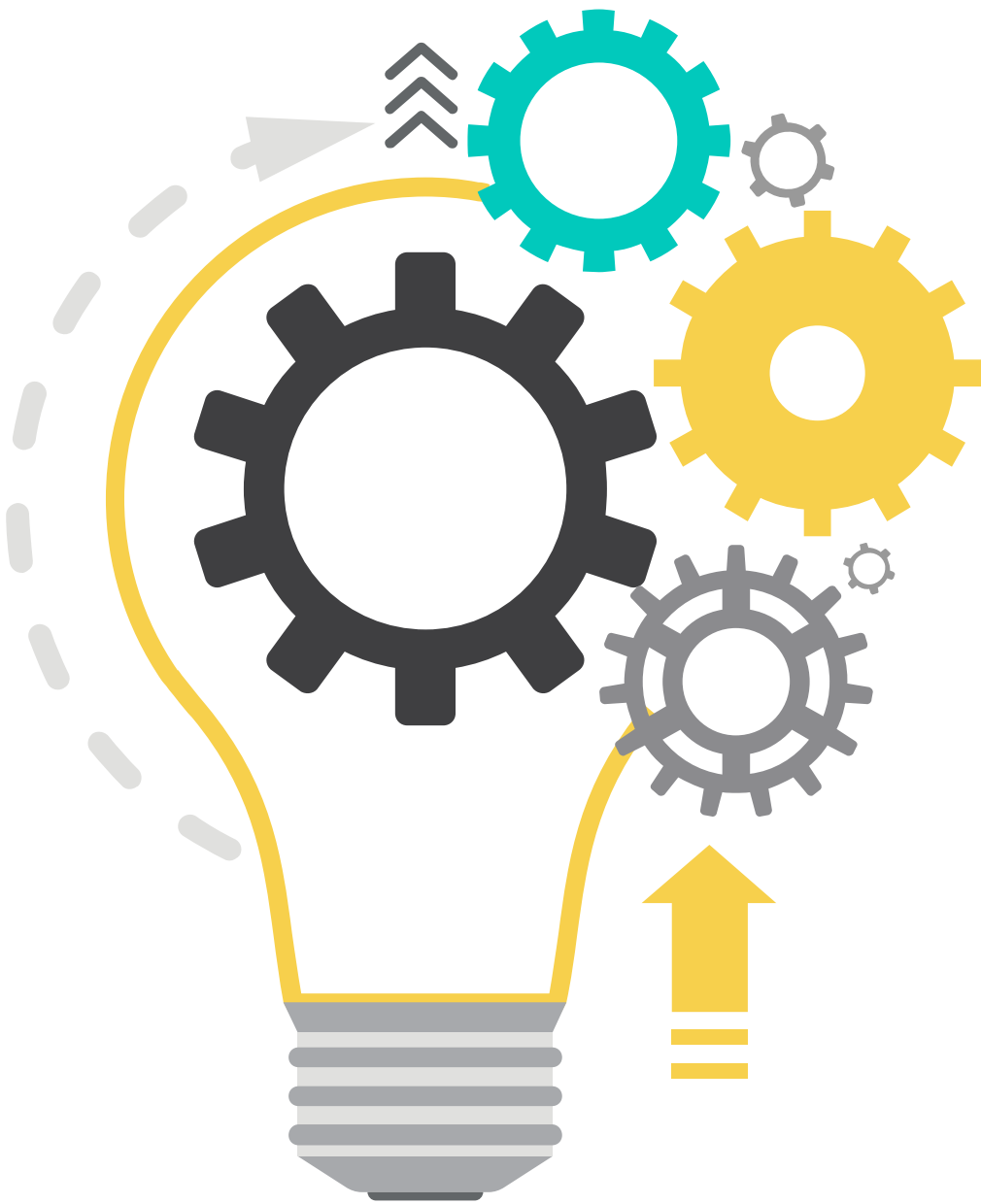
## World Economic Forum's "The Future of Jobs"

# 65%

**Jobs Generation Z will  
perform in their careers don't exist yet**

# 45%

**Tasks and activities performed today are  
being automated using current technology**



**Employability and career relevancy are less about what we already know and more about our capacity to learn.**

Alice Meredith  
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My Mentored Learning