Anywhere + Anytime = Never

Tackling the **motivation** challenges of continual learning

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Scanners — Divers

Scanners
- Prefer a broad view
- Grasp general concepts
- Connect areas of knowledge
- Learn well without structure
- Resist rigid learning plans

Divers
- Master specific details before general concepts
- Prefer methodical approach
- Ignore less relevant information
- Like clearly defined goals

Approach to learning

Scanners — Divers

- Look for big concepts & organizing principles

- Explore multiple aspects at once

- Skim resources that look relevant

- *List aspects to master later*

- Develop your structured plan

- Define scope & prioritize aspects to focus on

- Learn each step or subtopic fully before proceeding

- *Be aware of larger field surrounding your chosen focus*

Recommendations

Motivation challenges

What barriers have you (or your learners) experienced in pursuing self-directed learning?

Photo: Learning by CollegeDegrees360 on Flickr

Extrinsic Intrinsic

Which is more motivating—
external or internal rewards?

Extrinsic

Intrinsic

Autonomy

Mastery

Purpose

Intrinsic: Autonomy

We are powerful and natural explorers.

Intrinsic: Mastery

We have an inner personal drive to become good at something.

Intrinsic: Purpose

We derive deep satisfaction from feeling part of something greater and loftier than ourselves.

but wait …

"small, even piddling, rewards could promote, rather than undermine, autonomous motivation in online classrooms"

—from study by Garaus, Fürtmuller, Güttel

Good Job!

Case Studies

1. WALT Learn Together group

2. Self-Directed Achievement (SDA)

WALT Learn Together Group

WALT Learns Together

- Clearly articulated, shared expectations

- Close peers

- Deadlines

- Schedule the time on your calendar – with back-ups in case you don't get to it on the first reminder

- Multiple ways to engage with content (read, watch, listen) whenever possible

- "Chunking" content

- Peer "pressure"

- FOMO – Fear Of Missing Out

Self-Directed Achievement

"Self-directed achievement is not a program. It is a **culture**."

"A culture of **lifelong learning** begins with **me**."

WHAT SDA is

every person identifies **1 goal**

every week spends **1 hour**

to achieve the goal
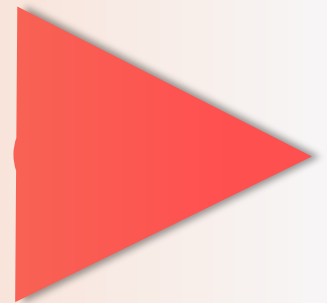
The Goal Formula

I will use (tool/resource) to (goal statement).

examples:

- I will use an online tutorial to learn how to use Google Drive.

- I will use one of the library's e-readers to learn how to download an ebook.

- I will use selected tutorials on lynda.com to learn how to use Excel to create a basic budget.

HOW it works

3 questions each week:

1. Did you accomplish your goal last week?
2. If not, what got in your way?
3. What is your goal this week?

Watch the ripple effect ...

Motivator Discovery

- What are the motivators that you heard in these case studies?

- Which barriers do they address?

- Write down the motivators that you think will work for *your own learning*

  - or for *your learners*, if you're a trainer or supervisor

Case Studies

3. WCLS Reading BINGO

4. SCOUT Learning project at PCLS

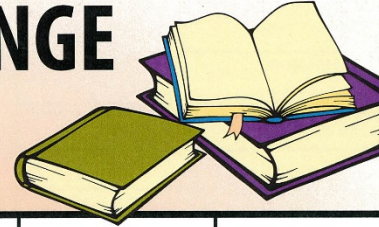Photo: Casual conversation by Kennedy Library on Flickr

Try to read one title from each different format:

- Print Book
- eBook
- eAudiobook
- Playaway
- Audio CD
- eMagazine

WANT AN EXTRA CHALLENGE?

READER BINGO CHALLENGE

whatcom county library system

A memoir or biography	An award winner	An audiobook	Title that teaches you how to do or make something	Short stories or essays
Takes place more than 50 years ago	Set in another world or in the future	Recommended by a coworker or patron	A graphic novel (fiction or nonfiction)	Chosen by the cover
Title you've been meaning to read	A children's picture book	Recommend a title to a friend	Set in the Pacific Northwest	Title you would have chosen as a child or teen
Poetry	Based on a fairy tale or legend	Nonfiction from the children's or teen section	Published in 2016	Has crime in it
A title you would take on vacation	Set in a country you're never visited	Has kissing in it	Turned into a movie	Title outside of your comfort zone

Title that teaches you how to do or make something

Set in another world or in the future

Recommend a title to a friend or patron

Title outside of your comfort zone

"Be there or be – um – square"

SCOUT

explore ▶ create ▶ share

Motivator Discovery

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Motivator Cards

- Work individually but feel free to discuss with each other

- Write one motivator (motivation strategy) per tiny post-it

    - Your personal motivators

    - Or motivators for your learners

- Attach motivator post-its to your Motivator Card

- Keep in a prominent place at work

    - Adjust motivators as needed

Motivator Cards

Motivation is intensely personal.

motivator motivator motivator motivator motivator motivator motivator motivator motivator motivator

Define a learning plan

- be clear about why you are learning
- set *achievable* learning goals
- set frequent milestones to check progress
- continually identify next steps in your learning path

- get supervisor support
- find someone to be accountable to
- Identify when you're losing motivation and what you need to get back on track

Manage your learning time

- schedule it – get it ON the calendar
- block out multiple times for self-directed learning

- add your learning time to multiple calendars so you get multiple reminders
- It's not about finding the time; it's taking the time

Socialize your learning

- find a learning buddy or group
- share your learning goals with each other
- watch videos or webinars together and discuss
- check in on each other's progress periodically
- share what you're learning with mini presentations

- for learning groups:
  - set clear expectations
  - identify someone to lead; define other roles
  - get consensus on group norms
  - set meeting schedules and learning targets

Optimize the learning environment and content

- create a comfortable learning environment
- eliminate distractions while you're learning
- identify obstacles and get help to remove them (manager, IT, family, etc.)
- keep learning tools and resources close at hand
- create little rewards for achieving milestones

- chunk learning content into digestible pieces
- narrow the focus or choices to avoid being overwhelmed
- do micro bursts of learning – 15 minutes at a time is fine if it fits into a busy schedule
- have reliable, trustworthy go-to resources
- apply the learning to your job as you go

Debrief

What motivators did you discover?

ABCs and SCIENCE can Help

Identify the type of behavior

Automatic

Burning

Common

Important Tools for *Common* Behaviors

Stepladders	★★
Community	★★★
Important	★★
Easy	★★
Neurohacks	★
Captivating Rewards	★★
Engrained	★★

Anywhere-Anytime Resources & Case Studies on WebJunction: **oc.lc/self-directed**

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