Squiggly Careers PodSheet

How to be a learn-it-all

EPISODE 243

Learn-it-all vs. know-it-all

The ability to be a learn-it-all is crucial to our success in squiggly careers. It allows us to be adaptable to the inevitable changes in the world of work. Today's leaders are seeking individuals that can **learn, unlearn and relearn.**

> The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn
>
> **Alvin Toffler**

An Infinite Learning Curve

Learn	Unlearn	Relearn
Make learning part of your everyday development.	"What got you here, won't get you there" - Marshall Goldsmith	We need to relook at what we know so it's still relevant as we grow.
Learning is never 'done'	**Challenge what you know**	**Relearning increases relevance**

Learn

1. Carry out regular learning experiments. What could you test and learn from? Can you enlist other people in trying things out for the first time?

2. If time is a barrier for learning, try creating collective learning moments. TED x Talk is a great way to learn together in team meetings (watch a TED talk and discuss your thoughts together).

Unlearn

1. Connect with people who have opposite experiences to you. This will enable you to see differently.

2. Ask yourself propelling questions:
   - Imagine it's 2030, what 3 significant changes have happened in your industry?
   - Which of your strengths would be most useful if your organisation doubled in size?

Relearn

1. Look for opportunities to stretch your strengths outside of your day-to-day role.

2. Get some fresh-eyes feedback. Ask people what they think you do well and how they feel you could be 'even better if...'

Coach Yourself Questions

? **What is your biggest learning opportunity?**

? **How can you overcome your biggest learning blocker?**

Recommended resources

How to be a learn-it-all
Helen and Sarah's Harvard Business Review article is full of practical tips

The power of believing that you can improve
Carol Dweck's Ted Talk on the idea that we can grow our brain's capacity to learn & solve problems

How to learn at work
Squiggly Careers episode #201

Amazing if