

Squiggly Careers PodSheet



Doing by learning

Doing-by-learning vs Learning-by-doing

When we learn by doing, 'learning' becomes the outcome rather than the intention.

Doing by learning' flips this. **Focusing on learning first and using that to fuel our actions increases the development we get through our doing.**

Our learning is accelerated by:

- Belief in what you do
- Love for what your working on
- Going beyond the default way of doing things



Learning is a way to achieve your future state. Not something separate. It's a way of working and a culture where learning is your strategy

David Erixon



When have you learnt the most at work?



3 ideas for action

1 Avoid trial and error

When our learning comes from 'trial and error' we over focus on issues and what's not working.

Focusing first on what's going well and how a team can do more of it, is a better way of doing by learning.

What can you learn from the what is going well at work?



2 Stop and see

Reflecting on when and what we're learning at work, helps you to appreciate the learning you're gaining along the way.

Pressing pause to reflect will increase the learning you 'log' from work.

How could you fit more reflection in to your week?



3 Create a community

We learn a lot more when we learn with others.

Joining or creating learning communities activates our curiosity and increases our commitment to learning.

What community could you create?



Coach Yourself Questions



Who are you currently learning with and from?



What could you do differently next week to learn more?

Recommended resources



[Doing by Learning](#). An essay published on Medium by David Erixon



[Developing a Growth Mindset](#) Insightful short talk from psychologist Carol Dweck at Stanford



[How to be a learn-it-all](#) Squiggly Career #243