

Making It Stick



Ok, so you have enacted your development plan or maybe by happy accident you have learned something. It might have been a course, a TED video, watching some one else undertake a task or a reflective piece of feedback. Whatever it was it was some form of investment on time, effort and possibly money – let's not waste that, let's make the most of it and ensure that the learning sticks. There is great deal of research on how quickly we loose knowledge with some suggesting we forget up to 50% of what we are taught on a formal training course within the first hour.

So how do we make it stick? Here are few ideas to really make sure your investment adds value.

Celebrate it, you should rejoice in the fact you have learnt something and you should label the value it has added to your life. You will now be quicker, wiser, slower, more accurate, more efficient or happier for your learning activity. Understand the outcome and its impact on you.

Share it, It was Joseph Joubert the 18th Century French writer who said, *"To teach is to learn twice."* We learn as we are taught something and we learn it again when we teach it to someone else. Doubling our capacity to learn will drive home the knowledge and build an abundance mentality about learning.

Make it relevant, we learn much more effectively if we know how we can utilise what we have learnt, it is more meaningful if it is applicable. Whilst learning for learning's sake may be fascinating, learning for a reason instantly adds value.

Practice it, once you have gathered some knowledge, apply it. The application of any learning will take us around the learning cycle again and improve its impact. If we believe in the research above about how quickly we forget what we are taught we should look to put our learning into practice as soon as possible.

Learning is precious, it is what makes us grow, let's not waste it let's make it stick.