

According to Google's re:Work project, those who seek out opportunities to learn and grow tend to achieve more. As employers assess talent, they look out for those who outperform their peers and make positive business impact. Learning can become your competitive advantage! Let's dive in.

Learning occurs across three pillars, which I call the 3Ss of learning: Self, Support and Stretch.

SELF

You are motivated to learn on your own. You research new tools and findings in your field and look for new ways to do your work.

SUPPORT

You have a strong network you rely on for learning, ideation and feedback. These are your colleagues or other experts in your field.

STRETCH

You enjoy a challenge and occasionally tackle new challenges that require new skills. You are comfortable with risks and the unknown.

Assess yourself

Where are your strength or development zone(s)?

When you read the statements under each area, assess it as follows:

- **High** - I do this regularly
- **Medium** - I do this occasionally
- **Low** - I do this rarely

Pillar	Enter In Your Zone
Self	
Support	
Stretch	

Now tally your results: (note, you may have one or more pillars in each zone)

- **Strength** zone (your HIGHS) - you are well versed here and have developed some winning techniques. Perhaps you can teach others how you do it.
- **Growth** zone (your MEDIUMS) - you have some solid approaches, perhaps there is room to grow here.
- **Development** zone (your LOWS) - how might you tap into this pillar of learning?

Coach yourself through learning goals

It's time for some self-reflection to help guide where and how you want to expand your learning.

What's behind your development zone?

I've found in my coaching that what's hiding behind our development zone may be one of these:

SELF

Motivation to learn - is there a lack of motivation to learn? Why is that? What excites you about learning? What diminishes that excitement? Are you aware of where you need to learn?

SUPPORT

Vulnerability & trust - are you comfortable with being vulnerable among others? How do you build a trusting relationship? What is your challenge with asking for help? Is there psychological safety in your network groups?

STRETCH

Fear of failure - what are you afraid of? When was the last time you truly failed and how did you overcome it? What scares you about the unknown or change? How do you build your safety net?

Now ask yourself these questions (*tip: use this to coach others through their learning goals!*)

- What specific things do you do in your strength zone particularly well?
- How does that feel to know it is your strength zone?
- What's hidden behind your development zone?
- What specific things could you do to develop here?
- How might you apply lessons from your strength zone here?
- What may get in your way?
- Why is it important for you to develop here?
- What will you do differently?
- *Bonus:* What could you do to expand your growth zone further?

"Learning is not attained by chance. It must be sought for with ardor and attended with diligence." -Abigail Adams