IP BEST PRACTICES

Willingness to Learn

A best practice shared by InspiringPeople.

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Willingness to Learn

Visualizing where someone is now, and where they want to be, turns 'willingness to learn' into something you can actually see.

Key steps

Tape an X-axis (time — say the next three years) and a Y-axis (a specific development item, from 0% to 100%) on the floor.

Ask the manager's peers to place sticky notes showing where they see that person today, done anonymously if it helps honesty, and discuss the pattern as a group. Then ask the manager to place their own ambition on the Y-axis and their target date on the X-axis, and draw the line — visualizing their willingness to learn. Layer everyone's lines from the team onto the same graph.

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