

BEING ENGAGED AT WORK THROUGH LEARNING

Infograph by Efectio team efectio.com

Extraordinary findings

When we no longer learn

new things, we face

we become tired.

routine (in a bad way),

our brain gets bored, and



How can learning increase engagement? You can put it this way: learning

compliments everyone's personal growth and personal growth increases engagement in whatever the person is doing. So if an employee better understands

what to do, finds better ways to complete their tasks more efficiently, deepens his knowledge about his work, it strengthens and increases his engagement.

A personal growth plan should consist of 4 sections:

- Target/Goal;
- Actions to achieve;
- Evidence of completion (KPI's);
- Target date.



By nature, man is created to constantly explore the world,

not stay in one place in his

development.

discover and learn new things, and



Types of learners

pictures and spatial material.

practically trying out things.

Visual learners love to examine diagrams,

Auditory learners prefer listening to live lectures, videos, or audio recordings.

Kinesthetic learners acquire knowledge by

Reading learners tend to learn best from

written documents, notes, articles and books.

What can help us to learn new things?

Everyone will be willing to learn as long as the learning material is interesting or is

revealed in an interesting way.

Exciting learning process enjoy learning and find an approach that works

Learning slowly but regularly

don't overwhelm yourself with information and tasks

Emphasize key information this will make it easier for the brain to filter and select key findings

Practical ideas on how to create a learning culture in a company

Initiatives on the company level



Send employees an interesting fact about the industry or an inspiring quote every morning



opportunities to employees

Offer career counseling



Offer business training in microlearning format



Try a team-building game where employees have to teach each other something useful





Create a common challenge with an aim to learn something new in practice



Create work shadowing days where employees have to shadow each other

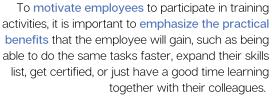


START

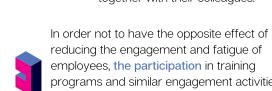
Good to know before you start



Rewards and recognition will help to successfully develop the learning culture in the company.









programs and similar engagement activities should be voluntary. This should definitely not be imposed, as research shows that this actually reduces employee productivity.







Tools worth trying to improve employee

engagement through learning

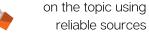


be introduced gradually, testing what works in the company and what does not. It is best to start with easier-to-implement activities and gradually complement them until the desired result is achieved.

Perceive everyday mistakes as

you

Initiatives on the individual level



people working in the field

Read educational books

on a topic of interest to

Do your own research



knowledge into practice as often as possible

Try to put the new

Try to network with

free short lectures

Listen to podcasts, webinars,





information



Apply for courses or master classes (also try free options)



Statistics about workspace learning

74% of workers feel that they

learning in small fragments

17%

aren't achieving their full potential at work due to lack of development opportunities 25%

makes the learning process 17% more efficient

only 25% of small and

of small and medium-sized

93%

currently use the services of business mentors **75%**

immediately, the brain loses

about 75% of all our memory

medium-sized enterprises

enterprises admit mentors and growth coaches can help them succeed

if the newly consumed information isn't used

data

of employees said they

94%

would stay longer with the company if training opportunities were available

40% - 60%

virtual training takes 40-60% less time to complete than classroom training

Socrative is a system that allows you to create educational games (such as a



company trivia) that employees can solve using mobile devices. Participate allows you to collect and store



participate.

educational materials. Efectio is an employee engagement platform based on microlearning and

resources, share references, and



gamification. LinkedIn Learning is a learning platform



and creative skills created by experts. Google Arts & Culture was created in

2020 and it's an online platform on which

anyone can view videos of artworks and

cultural artifacts.

that helps anyone learn business, digital,



Google Arts & Culture



