





## Developing an Individualized Learning Plan and Setting Goals

Greg Durkin M.Ed., RN-BC, Manager Nursing Education; Sr Professional Development Specialist

Get Ready		Notes
 <p><a href="http://www.menti.com">www.menti.com</a> 82 81 98</p>	<p><b>Expectations of your learner</b></p>	
 <p><a href="http://www.menti.com">www.menti.com</a> 82 81 98</p>	<p><b>Three types of Learning</b></p> <p><b>Transmission</b> The emphasis is on the teacher dispensing knowledge onto the learner. The teacher has the answers, directs what is to be learned, and evaluates whether or not learning takes place.</p> <p><b>Transaction</b> The emphasis is on designing experiences and social learning in which the learner interacts with the content and others in such a way that allows new information to interact with learner's "old" information. Evaluation is based on the learner's ability to use this combined knowledge to solve problems or create new materials/products. Since existing knowledge may vary, the outcomes of transactional learning also vary – there is not necessarily one correct answer.</p> <p><b>Transformation</b> A holistic approach in which the emphasis is on creating conditions to allow learners to impact the learner cognitively, socially, emotionally, etc. It allows for revision of work and altering performance evaluation. The focus of teaching is not on skill attainment but rather persistence and practice. Evaluation is recognition that learners are discovering their full potential, and developing their own specific knowledge, skills and abilities to the fullest extent.</p>	<p>Give an example from your experience for each.</p>
	<p><b>Growth versus Fixed Mindset</b></p>	<p>What do you think about the concept? Is it overly simplistic?</p> <p>If you buy into the concept, do you feel it is possible to make a permanent switch from a fixed to a</p>

		<p>growth mindset?</p> <p>How would this be useful in learner action planning?</p>
 <p><a href="https://www.menti.com">www.menti.com</a> 82 81 98</p>	Past Experience	<ul style="list-style-type: none"> <li>• Expectations are known?</li> <li>• Goals are not just for problem performance?</li> <li>• Goals are short term focused, in easily measured chunks?</li> </ul>
<b>GROW Model</b>	<p><b>Goal Discussion</b></p> <ul style="list-style-type: none"> <li>• Clarifies expectations and focuses on desired outcome</li> <li>• Is this a 'dream goal,' 'end goal,' or 'performance goal'?</li> </ul> <p><b>Reality Discussion</b></p> <ul style="list-style-type: none"> <li>• What is the current state?</li> <li>• Is the goal realistic given the current state?</li> <li>• Is the goal measurable?</li> </ul> <p><b>Options Discussion</b></p> <ul style="list-style-type: none"> <li>• Looks at opportunities, restrictions, and possibilities</li> </ul> <p><b>Way Forward</b></p> <ul style="list-style-type: none"> <li>• Creates a summary</li> <li>• Identifies action plan steps to get started</li> <li>• Creates a check-in plan to assess progress</li> </ul>	
<b>Goal</b>	What <Knowledge, Skill or Attitude> is being addressed?	
	Is this goal teacher-directed or learner-directed?	
	Is this a short-term or long-term goal?	
	How will we know when this learning goal is met?	

	What will happen if the goal is not met?	
<b>Reality</b>	What is your current level of <knowledge, skill, or attitude>?	
	What have you tried so far to meet this learning goal?	
	What were the results?	
	Is this learning goal still realistic?	
<b>Opportunity</b>	If anything were possible, what would you do?	
	How would you start?	
	Do you want suggestions from me? (provide them)	
<b>Best Possible Self</b>	Part I Write down in as much detail as possible your ideal professional self. Be as creative and imaginative as possible. You must write continuously until told to stop even if you write "I don't know what to write."	

	<b>Part II</b> Write down just one goal that will help you achieve your best possible professional self that you have just described.	
	<b>Part III</b> Sometimes long-term goals seem overwhelming or out of reach, but every journey begins with just a single step. Think about taking baby steps towards your long-term goal. A baby step could be as simple as seeking out information you need or talking to someone who may be able to guide you.  Write down the first step you could take towards your professional goal.	
<b>Way Forward</b>	How prepared are you to take action on this goal?	
	What will you do first to learn this <knowledge, skill, or attitude>?	
	When will you do that?	
	What might get in the way and how can you manage that?	
	What help do you need from me, if any?	

#### References:

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