

# Four strategies to facilitate learning at jobs

REHENUMA RAYSA

The world has seen unprecedented changes in the adoption of different workplace policies quite recently, making learning at jobs imperative for all. One needs to learn to fit well, be it in the traditional workplace, work-from-home scenario, or in a hybrid working arrangement. One's commitment towards continuous learning is immensely beneficial for their employability, betterment of their work performance, and all their future endeavours. The newly-learned knowledge and fundamental skills can advance one's overall personal improvement, as well as their career. Here are four ways you can make learning a part of your job, and in the process, acquire

brainstorming, mind-mapping, initiating or participating in thorough discussions with others, or blend all of these before you define and finalise what you are truly interested in and your future learning goals. Moreover, there are various learning styles out there. You can opt for visual, auditory or kinaesthetic learning style - whichever you find works best for you. Welcoming the changes can be daunting too. So, you need to plan ahead around your short and long-term set goals.

## Seek feedback and learn from others

People learn at jobs by completing their tasks,

tendency of being biased or faulty. So, consider each and every piece of advice and be receptive to their point of view on the structure of learning to bridge the gap between your target and your gained skill.

## Put effort into practising.

Investing in skilling up requires both individual and collective effort, as that way, the advancement of learning becomes more feasible. Workplaces, that emphasise learning, can help employees improve themselves, which will eventually result in tangible business benefits. Hence, employees learning at jobs is essential for the employees, as well as the companies. Employers need to be supportive, encourage their employees, and provide them access to different learning opportunities.

In terms of dealing with limitations of different sorts, you can make routines including micro-learning or longer sessions dedicated to learning. It is important that you incorporate the most feasible method into your routine and approach it in your own stride. Online, as well as offline resources, can be useful for personalised learning after critically analysing all your options. You should design a learning system to learn both soft or interpersonal and hard or technical skills. Although it is wise to ensure rigorosity in the training of your mind, embracing mistakes or setbacks and learning from them will help you go a long way in developing expertise.

## Be consistent

It can be difficult for you to retain a significant amount of information, manage every day the same way, or achieve excellent competency within a short period of time. It is a long process to get the desired outcome. Experts suggest there is no alternative to patience, so you need to keep the determination going in the constantly evolving world. You can keep the process running by reflecting on or keeping track of your progress, focusing on perfecting the demonstration of your newly acquired skills to stay motivated, and moving forward at your pace by not being too hard on yourself.

Meanwhile, involving others in the process of learning can increase accountability on everyone's part. This can help enhance the quality of learning and elevate communities by improving the standards of their lives. As you learn from others, you can also help others to grow with you by sharing your opinion, experience, and methodology. Therefore, your persistence in learning at the job can expand your skillset, improve your personality, and open windows for future opportunities.

It is important that you incorporate the most feasible method into your routine and approach it in your own stride. Online, as well as offline resources, can be useful for personalised learning after critically analysing all your options.



adequate knowledge that enables you to craft your job in such a way that makes learning more efficient for you.

## Identify your learning objective along with apt opportunities

One of the most prominent ways of infusing effective learning techniques in the workplace for professional development is acknowledging learning opportunities that align with your passion and field of interest. You need to observe and be aware of your surroundings to keep up with the forever-changing trends, work cultures, and diverse demands. The countless potential skills available to attain can be overwhelming to you, so go with the ancient method of taking one step at a time.

You can try out various approaches like

harbouring a growth mindset, and looking for guiding opportunities. You can evaluate your own set of skills that you already possess and consider learning based on your experience level and as an addition to your existing skillset and knowledge base. Other people's perspectives on different aspects of your learning journey can be advantageous to you in understanding where you should channel your attention on. It is crucial that you seek feedback from your employers, teammates, or anyone else willing to help you in your learning expedition.

Additionally, you should pay heed to the opinion of the experts in that particular field and take advice from them whenever possible. A mentor's concerns need to be taken into account too. However, you should keep in mind that individual judgments have the



Tomorrow's Chattogram is being built  
connecting both sides of the river Karnaphuli  
**Bangabandhu Tunnel**  
is being built with BSRM

COUNTRY'S NO. 1 STEEL EXPERT

**BSRM**  
building a safer nation