



ENCOURAGE YOU TO LEARN FROM WORK EXPERIENCES

Learning from Experiences Framework

Instructions: While learning from work is one of the best ways to develop and boost your performance, it does not happen automatically. You need to be intentional about what you hope to learn from a job assignment or work experience that your direct manager has brokered on your behalf. The framework borrowed from IBM Corporation and State Farm Insurance Co. provides a simple approach on how you can make the most out of learning from work experiences.

Prepare

Determine the Targeted Outcome

- What is the outcome you are trying to achieve?
- What should you be able to do differently after this work experience?
- How will this work experience help you and the organization?

Assess Your Current Capabilities

- Where are you now in terms of your current capabilities?
- What is the gap between your current and ideal state?
- Will this work experience help you address a core challenge (or does it address a symptom of a core challenge)?

Act

Determine the Activities to Focus On

- What specific tasks or activities should you engage in to achieve your targeted outcome?

Embed Stretch and Challenge

- Is this work experience visible to other senior leaders?
- Does it involve enough risk to make it challenging?
- Does the work experience make you “uncomfortable”?
- Will you be stressed during this work experience?
- Are there potential sources of conflict?
- Does it introduce you to anything new?

Reflect

React to the Experience

- What surprised you about this work experience?
- What met and did not meet your expectations?
- How did you feel before, during, and after the work experience?
- What would you do differently if you were to do this work experience again? Would you prepare and act differently?

Assess the Results

- What skills and behaviors did you display most effectively during the work experience?
- What skills do you wish you had demonstrated more effectively?
- What did you learn that you can apply to work?

Review

Identify Opportunities for Sharing and Applying Learning

- How can you summarize what you have learned from the work experience to help others with similar development goals (e.g., methods, outcomes, and insights generated from the work experience)?
- What opportunities can you take advantage of to share and teach what you have learned?
- Are there additional opportunities for you to apply your learning back to work?

Source: IBM Corporation; State Farm Insurance Co.; Learning and Development Roundtable research.