



TOGETHER IN WELLNESS: A GUIDE FOR LEADERS AND WELLNESS CHAMPIONS


THE LEARNING JOURNEY

When you hear the phrase 'growth and development,' you may think of developmental milestones like physical growth and cognitive development. Truth be told, you never stop learning and growing. And while you may not be getting taller or cutting that first tooth, you continue to develop who you are throughout your entire life.

Charting a career path is another important branch on your learning journey. You go to school, train, and once you join the workforce, the journey doesn't end. In many ways, it's just the beginning!

As you gain practical experience, you start to discover things about yourself that you may not have realized without putting your new skills and knowledge to use. A lot like life, your professional growth and development is a journey and not a destination.

And like most journeys, the learning journey is always best with a little company. Your team is full of skills, knowledge, and experience that brings fresh thinking and can inspire others to do their best work.



Follow the yellow
brick road to
learning...and
remember to
bring a friend!

TEAM ACTIVITY

How to prepare:

Encourage your team to review [The Learning Journey \(Together in Wellness: Your Guide to Wellbeing\)](#). Pay special attention to the following tips for [Developing Daily Lifelong Learning](#):

Distance learning

Sign up for a distance learning course to develop your knowledge in an area you're interested in for your professional development.

Online learning

Look online for some courses to develop specific skills. A course on Excel, or how to make a bird house, or how to be a master photographer using your smartphone or...well, you get the idea.

Mentorship

If there's a role you're interested in learning more about, approach a colleague who's already doing the job and ask them about it. What do they like about it? What experience and education are needed? Is there an opportunity to job shadow? Bonus: Your mentor gets to develop their mentorship skills!

How to include your team:

Distribute copies of [The Learning Journey](#) prior to or during a team meeting.

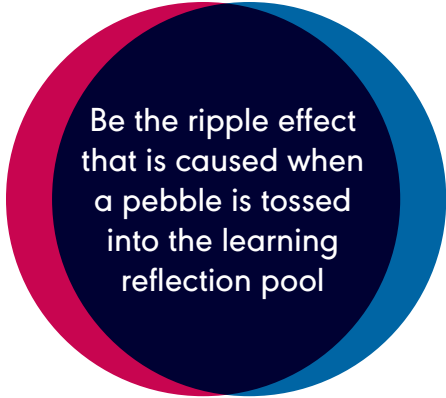
1. Ask your team to review the first page and complete the [Learning Reflections activity](#).
2. Ask your team to share what skill(s) they want to develop or knowledge area(s) they want to grow. Some ideas include professional learning, recreation skills, personal improvement...the list is endless.
3. Collect the information for all to see, such as on a whiteboard or other group sharing device, such as a laptop with a projector.

How to debrief:

4. Once you collect the team's areas for growth and development, ask the participants to look at the [My Learning Action Plan](#) section to see if any of the skills or knowledge base they have identified matches the areas identified for growth.
5. Next, ask those who identified a knowledge base or skill if they might host a lunch and learn, or after-school session, to share their knowledge with others on the team.

How to continue:

6. Use the list of people who stepped forward to schedule monthly knowledge sharing sessions. At first, you may only have a couple of topics, but you may find the list grows once your team gets more familiar with the concept. You only need a couple courageous people to get the ball rolling, and someone to help schedule and coordinate, and before you know it you will have monthly learning sessions for everyone to look forward to!



Be the ripple effect
that is caused when
a pebble is tossed
into the learning
reflection pool



Like what you see? Visit wellness.asebp.ca to discover even more great workplace wellness resources.

