



# Finding the Baseline

Most managers employ only one or two of these sets of learning tactics. Let's find out which ones you employ. This will help you understand the ones you need to add in order to increase your versatility as a learner.

## What Are Your Preferred Learning Tactics?

Below is a list of statements representing tactics in the four sets of behaviors. Read them over carefully and decide which statements you might make most often. The set with the highest number of statements is your primary one. Be on the lookout for your secondary ones as well.

### *Feeling Tactics*

#### **When I am faced with a challenging opportunity**

- I carefully consider how I feel.
- I confront myself if I am avoiding the work challenge.
- I carefully consider how others might feel.
- I trust my feelings about what to do.
- I acknowledge the impact of my feelings on what I decide to do.

### *Action Tactics*

#### **When I am faced with a challenging opportunity**

- I figure it out by trial and error.
- I allow my own experience to be my guide.
- I immerse myself in the situation to figure it out quickly.
- I don't allow lack of information or input to keep me from making my move.
- I commit myself to making something happen.

### *Thinking Tactics*

#### **When I am faced with a challenging opportunity**

- I regularly access magazine articles, books, or the Internet to gain knowledge or information.
- I ask myself, "How is this similar to other things I know?"
- I imagine how different options might play out.
- I try to conceptualize what the ideal person would do.
- I try to mentally rehearse my actions before entering the situation.

### *Accessing-others Tactics*

#### **When I am faced with a challenging opportunity**

- I often seek the advice of those around me.
- I look for role models, and I try to emulate the behavior of these people.
- I find someone who can give me feedback about how I am doing.
- I look for a course or a training experience.
- I look for someone who has had experience in that area.

Have you identified your primary set of learning tactics? Your secondary set? Your least-used set? Rank them in order here, 1 to 4, with 1 being the highest. This is not an exhaustive list of all the possible tactics in a set, but it should be enough to give you an idea of how you like to learn. If there are tactics you use and they are not noted above, jot them down and see where they fit.

- Feeling
- Action
- Accessing Others
- Thinking