

SELF-DIRECTED LEARNING

a Chinese saying

I hear and I forget,

I see and I remember,

I do and I understand

Definition:

Self-directed Learning (SDL) is any increase in knowledge, skill or performance **pursued by any individual for personal reasons employing any means,** in any place, at any time, at any age.

Essence.....

In essence, self-directed learning is seen as any study form in which individuals have primary responsibility for planning, implementing, and even evaluating the effort.



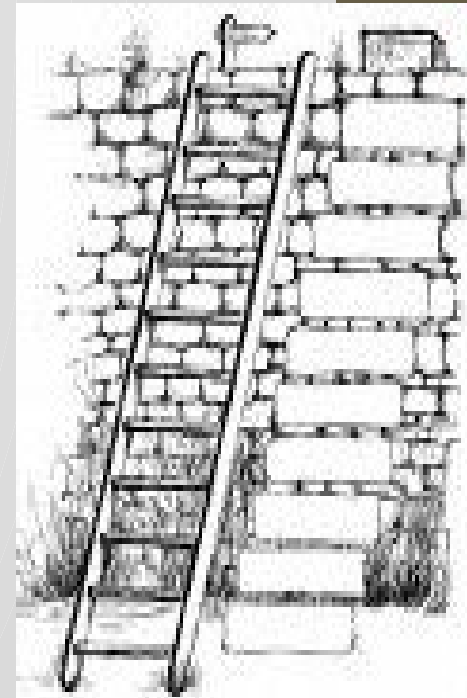
CHARACTERISTICS OF SELF-DIRECTED LEARNING

- The students identify their own learning needs.
- The student determines learning objectives.
- Students are responsible for deciding how to evaluate their own learning outcomes

- Students identify and pursue learning strategies and resources.
- The students evaluate their own learning outcomes.
- Most Learning is Informal and Self-Directed in Nature

Goal of self directed learning . . .

- To equip students with necessary skills so that they will be **MOTIVATED** to learn themselves now and throughout life!
- To create life long learners!

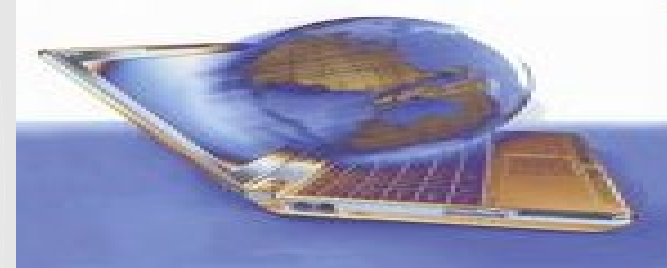


Key Components of Self-Directed Learning

1. The educator as a facilitator
2. Identification of learning needs
3. Development of learning objectives
4. Identification of appropriate resources
5. Implementation of process
6. Commitment to learning contract
7. Evaluation of learning process

CONCEPTS OF SDL

- **Independent learning**
- **Distance learning**
- **Psychological control**



Effective, or successful, self-directed learners can be described by two psychological attributes. The first is associated with **personality** while the second is related to **cognition**.

Some of the personality traits are

- Self-confidence
- Inner directed
- Achievement motivated.

GENERAL SKILLS

Assuming the individual has a moderate allocation of the identified personality attributes, at least six kinds of cognitive skills appear to be particularly important in successful self-directed learning. They are as follows:

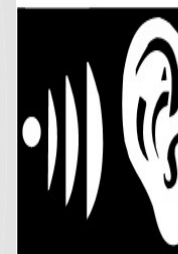
- Goal setting skills
- Processing skills
- Other cognitive skills
- Some competence or aptitude in the topic or a closely related area
- Decision making skills
- Self-awareness

ADVANTAGES

Learner can

- Learn at his own peak learning time of the day in the comfort of his own home and on own computer
- Learn at his own speed
- Learn faster
- Learn from foremost authorities and experts

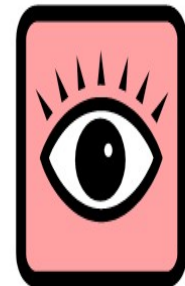
- Can pursue interest in content area
- Implement own learning style
- Track his own progress
- May test his own learning



Auditory



Tactual



Visual

- Experience new technology and software
- Online learning is less expensive and easily accessible
- individual learners can become empowered to take increasingly more responsibility for various decisions associated with the learning endeavor;



- self-direction is best viewed as a continuum or characteristic that exists to some degree in every person and learning situation;
- self-direction does not necessarily mean all learning will take place in isolation from others;

- self-directed learners appear able to transfer learning, in terms of both knowledge and study skill, from one situation to another;
- self-directed study can involve various activities and resources, such as self-guided reading, participation in study groups, internships, electronic dialogues, and reflective writing activities;



- effective roles for teachers in self-directed learning are possible, such as dialogue with learners, securing resources, evaluating outcomes, and promoting critical thinking;
- some educational institutions are finding ways to support self-directed study through open-learning programs, individualized study options, non-traditional course offerings, and other innovative programs.
- Are more effective in development because learning accommodates employees' learning styles and objectives

- Save substantial training costs because learners learn to help themselves and each other with practical and timely materials
- Achieve increased employee effectiveness in their jobs as they learn to learn from their own work experiences and actually apply their learning in their places of work



LIMITATIONS

- Leads to tension between independent learning and required course content
- Limitations are placed on SDL by registering bodies because the competencies required in nursing can not be achieved by total SDL
- The accuracy of learners' self-assessment of learning needs and learning outcomes



DISADVANTAGES

- Unsure of communication norms
- Lesson plans may be of poor quality
- Lack of clarifications of expectations
- Do not know what to pick from
- May not be aware of
 - 1) Content parameters
 - 2) Content foundation



- Unaware of own learning style
- Own testing may not be available
- Unaware of online software
- May experience difficulties particularly at peak usage time
- Too much of information don't know what to choose

For the teacher (the facilitator of learning):

The following skills will help one succeed at being a 'facilitator of learning'

1. Climate setting
2. Planning
3. Diagnosing needs for learning
4. Setting goals
5. Designing a learning plan
6. Engaging in learning activities
7. Evaluating learning outcomes



IMPLICATIONS

1. Organizations must build time within their structure for assistant employees/learners in all phases of self-directed learning.
2. Organizational hierarchy must be committed to and thoroughly understand the components of self-directed learning.
3. Rewards, intrinsic and extrinsic, must be provided for self-directed learning.

4. More research is needed on implementation within organizations of all self-directed learning phases.

5. Research also is needed on short and long-term benefits of self-directed learning to organizations.

6. Organizations must recognize the critical need accept responsibility for facilitating reflection.

7. Organizations need to provide opportunities for retrospective and prospective reflection.