

Quadrant II Newsletter

Research shows that the difference between leaders who derail in their career and those that soar to great heights is social skills. Social skills appear in the second quadrant of Stephen R. Covey's Importance-Urgency matrix: social skills are important to a career but not urgent (Covey is author of the top-selling business book *The 7 Habits of Highly Effective People*). Quadrant II provides an opportunity for business and technical professionals to learn and try out new social skills based in science.

22Jun2016, author: Valerie Patrick, PhD, *How to Enhance Learning from Others*

Quotable (*Key Message*)

To learn from someone with understanding, so that you can make use of what you are learning, you need to think beyond what is being presented.

Quantify (*The Science*)

Dr. Richard E. Mayer, educational psychology professor at the University of California Santa Barbara, describes the generative theory of learning as one of Dr. Merlin C. Whitlock's most enduring contributions to the science of learning (Mayer, R.C.; "Merlin C. Wittrock's Enduring Contributions to the Science of Learning," *Educational Psychologist*; 2010; 45(1); p. 46-50). The generative theory of learning posits that learning depends on both what is presented and on the learner's thinking processes during the learning. As a result of Dr. Whitlock's work, the educational psychologists have produced evidence supporting the principle of active processing which Dr. Mayer describes as follows: "the idea that meaningful learning occurs when the learner engages in appropriate cognitive processing during learning." Dr. Mayer's research on

multi-media learning points to three types of thinking processes that promote meaningful learning that he describes as follows:

- “selecting—attending to relevant information in the lesson”
- “organizing—mentally organizing the selected material into a coherent mental representation, which we originally called ‘building internal connections’”
- “integrating—mentally connecting incoming information with relevant prior knowledge activated from long-term memory, which we originally called ‘building external connections’”

Qualify (*Put into Practice*)

The next time you attend an education session at a conference, listen to a webinar, or attend a training event; do the following debrief at all available breaks:

- Generate a summary in your own words of what you learned. This is a way to practice the selecting and organizing thinking processes needed for meaningful learning.
- Generate an image or infographic of what you have learned. This is another way to practice the selecting and organizing thinking processes needed for meaningful learning.
- Generate one or more analogies between what you have learned and things you already know. This is a way to practice the integrating thinking process needed for meaningful learning.
- Generate at least one idea of how what you have learned can be applied to help address a current challenge or goal you are facing in your work life or personal life. This is another way to practice the integrating thinking process needed for meaningful learning.

In fact, note-taking during education opportunities is, in itself, a way to promote more meaningful learning. Note-taking, at least for me, is a necessary but insufficient element to be able to practice the debriefing practices described above.

Quip (*Fun*)



By thinking beyond what is being presented we are not talking about daydreaming as Jeff Winger, played by Joe McHale, does so well on the sitcom Community. We are talking about selecting, organizing, and integrating.

Quest (*Resources*)

Dr. Valerie Patrick, author of the Competent Collaborator blog and host of the Science of Success: Social Secrets podcast, is a thought leader in the science and practice of human interaction in the workplace. Dr. Patrick has also written numerous white papers on creativity, social skills for career success, collaboration, change management, innovation, and environmental sustainability. During her 25-year corporate career and now as President of Fulcrum Connection LLC, Dr. Patrick delivers speeches that are inspirational, entertaining, and thought-provoking. Some of the topics Dr. Patrick has spoken on include women in leadership, collaboration, creativity, innovation,

high-performance teamwork, thriving on a steep learning curve, and environmental sustainability. Contact Valerie at 412-742-9675 or valerie.patrick@fulcrumconnection.com to discuss upcoming speaking needs.

Fulcrum Connection LLC believes that barriers to working together can be eliminated. To do this, Fulcrum studies and applies behavioral and cognitive science to our products and services (see www.fulcrumconnection.com).

Listen to the interview with Angie McArthur in Episode 17 of “Science of Success: Social Secrets” podcast here:

<http://scienceofsuccess.libsyn.com/podcast>. Also available on iTunes and Stitcher Radio and all comments are welcome and encouraged!

See also the latest Competent Collaborator blog post called “How to Stop Repelling Those Who Think Differently” here:

<http://fulcrumconnection.com/blog/stop-repelling-think-differently/>.

About Fulcrum Connection LLC

Fulcrum Connection specializes in instructional design, training, speaking, facilitation and consulting to develop skills in leadership, innovation, sustainability, troubleshooting teamwork, and managing technical professionals.