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## Motivation to learn comes from the inside!

Positive emotions are basis for human motivation. How employees feel defines their desire to learn.

### Target group

Management/Project Lead, White Collar, Blue Collar, and Trainees

### Observation

Whether you've been promoted to management recently or have been at it for ten years, or maybe you hold a blue-or-white collar job, one thing never changes: it's the human nature. In the case of employees, nature is both predictable and unpredictable. Motivating each person to learn and improve can be so frustrating and challenging at times, but it certainly isn't impossible. Genuine approach, call it a hack, has to be applied. Anyone has the desire to learn, will you be able to uncover it?

### Conclusion

It's vital not to neglect learning about prior experiences and opinions of those you aim to teach. Beginning with that will make your lessons relevant and engaging, and tailoring the teaching course to your employees expectations. Exclude the topics your audience dislikes or is too familiar with. Ask and take freedom to explore the matters they do wish to learn in details. And employees, in turn, will surely reward the company attention for

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### Solution

Companies should ask employees about their experiences and opinions BEFORE starting any learning process. Holding a discussion before commencing the teaching will pay dividends! Obtain a clear understanding of what employees know, what they don't know, and what they would like to learn. A hack to adult's way of studying is to check the ground in advance and respect their desires and expectations. This guarantees a productive, rewarding learning experience. Seek and apply feedback along the way.



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How would you stage or advertise your hack?

The learning hack for any company is to help and encourage its employees to gain new knowledge and skills as per their liking. Although important, it's not about putting them through required technical or safety training program to keep things compliant, but to actually present employees with meaningful tailored experiences at desired subjects. The point is to uphold and care for their opinions about personal learning, so they will have nothing else to do but to enjoy what they chose to improve. Applying that practice among willing employees would bring long-term benefits to any company.



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Creative's profile



**Mariya\_** PRO  
Creative

Third party materials used

<https://www.freepik.com>

Creative's top 5 skills

User Experience Design (UX), Product Design for Packaging, Product 3D Rendering, Service Design Visualisation, User Interface Design (UI)

ID: 74521. Last updated: 19.11.2019

**jovoto**

Status: 19.11.2019