

Unleashing the Power of Self-Directed Learning

Quotes of Significance

Richard E. Boyatzis, Department of Organizational Behavior, Casewestern University

“Self-directed change is an intentional change in an aspect of who you are (i.e. the Real) or who you want to be (i.e. the Ideal), or both. Self directed learning is self-directed change in which you are aware of the change and understand the process of change.”

(pg. 10)

A person might begin the process of self-directed learning at any point in the process, but it will often begin when the person experiences a discontinuity, the associated epiphany or a moment of awareness and a sense of urgency.”

(pg. 11)

“For a person to truly consider changing a part of himself or herself, you must have a sense of what you value and want to keep. Likewise, to consider what you want to preserve about yourself involves admitting aspects of yourself that you wish to change or adapt in some manner. Awareness of these two and exploring them exist in the context of each other.”

(pg. 16)

“While performance at work or happiness at home may be the eventual consequence of our efforts, a learning agenda focuses on development. Individuals with a learning agenda are more adaptive and oriented toward development.”

(pg. 18)

“A major threat to effective goal setting and planning is that people are already busy and cannot add anything else to their lives. In such cases, the only success with self-directed change and learning occurs if people can determine what to say “no” to and stop some current activities in their lives to make room for new activities.”

(pg 20)

... our relationships are mediators, moderators, interpreters, sources of feedback, sources of support and permission of change and learning! They may also be the most important source of protection from relapses or returning to our earlier forms of behavior.”

(pg. 23)