



**Jennifer Peterson**

Community Manager

15-minute briefings + 45 minutes of  
office hour chats = **Power Hours**

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**SUNDAY, 11:00 AM – 12:00 PM**

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# Learning on the Go-Go-Go

A photograph of a female teacher with blonde hair leaning over a desk, smiling as she helps two young students, a girl and a boy, look at a laptop screen. The scene is set in a library or classroom with bookshelves in the background. The entire image has a teal-colored overlay.

Empowered to help build libraries  
that are at the heart of every

community.

# Meet the modern learner...on the go!

Learns **as needed**,  
anywhere, anytime



**56%**  
at the point  
of need



**48%**  
evenings and  
weekends



**41%**  
at their  
desk



**30%**  
during breaks  
and at lunch



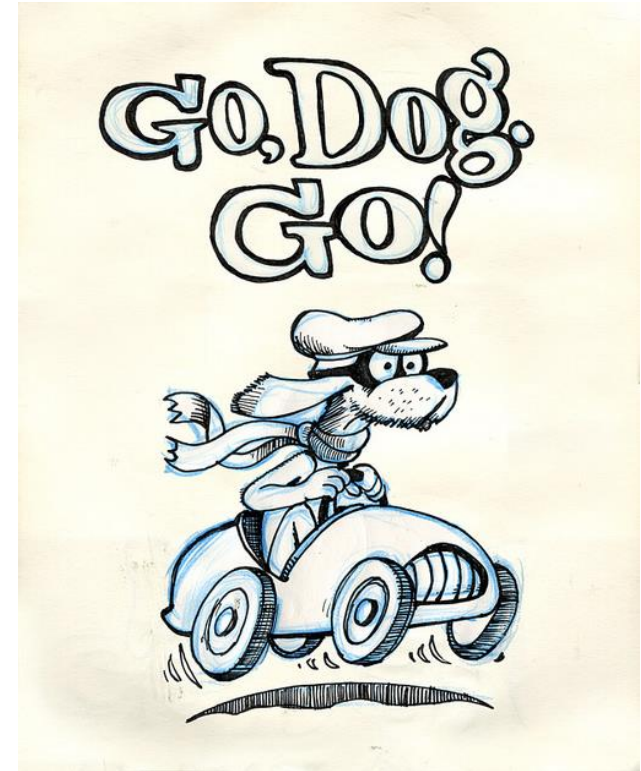
**28%**  
on way to or  
from office

# Informal vs. Formal Learning

- Learning on the go doesn't diminish value of learning
- As impactful as formal learning
- Flex to what motivates you
- Embrace the small moments, bite-sized learning
- On the go learning can be applied immediately to your work
- No wrong way to informally learn

# 5 Ways to Enhance Learning on the Go

1. Self-direct your learning
2. Learn with others
3. Use learner guides
4. Socialize your learning
5. Grow a culture of learning



# **1. Self-Direct Your Learning**

# Self-Directed Achievement

“A culture of **lifelong learning**  
...begins with me.”



**1** goal

**1** hour

**every** week

= culture change

Learn more about Self-Directed Achievement in the webinar with Tooele City Library:

[http://www.webjunction.org/events/webjunction/Self\\_Directed\\_Achievement.html](http://www.webjunction.org/events/webjunction/Self_Directed_Achievement.html)

## 2. Learn with Others



# Learn Together

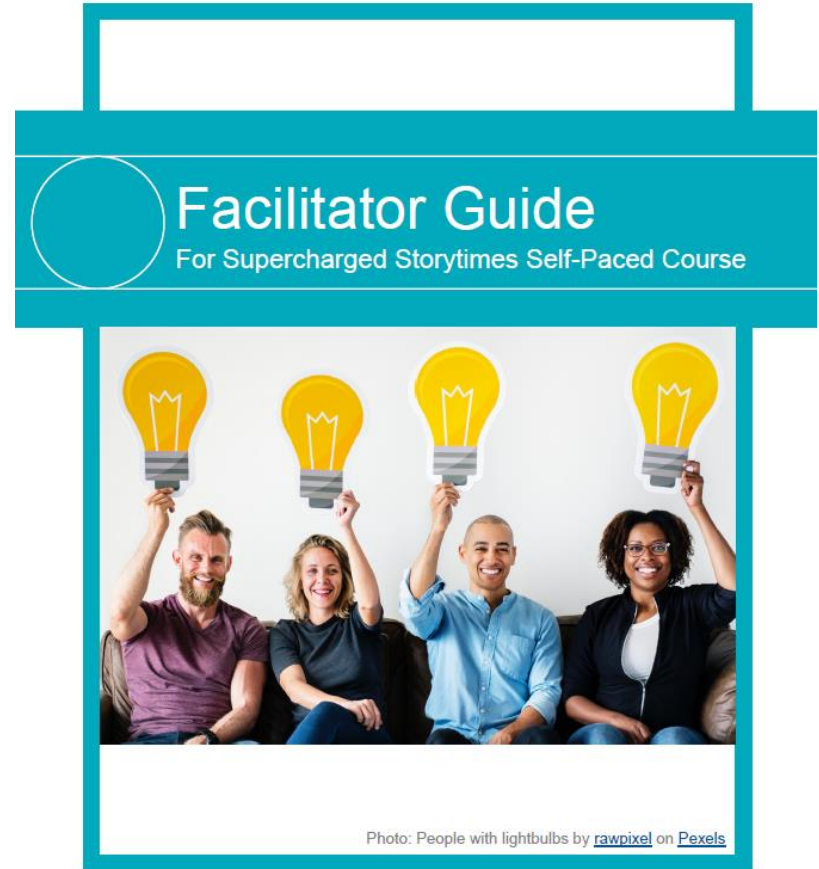
- Come together as learners (colleagues, Friends, board...)
- Acquire a common language about the topic
- Host discussions to find local relevance on the topic
- Brainstorm ways to apply learning to your work
- Team up on action plans
- Share learning plan/goals
- Get certificates for each learner on WebJunction!



# Facilitate Learning

- Convene and coordinate
- Foster connections
- Cultivate a learning environment
- Spark discussion

**Download the Facilitator Guide:**  
[oc.lc/facilitator-guide](https://oc.lc/facilitator-guide)



# 3. Use Learner Guides

# A learner guide can guide your flow!

## Learning on the Go-Go-Go! Learner Guide

Event Description: When an active library is changing and emerging needs that keep resources and strategies for integrating learning plan, you'll be able to take charge. Lifelong learning is a great way to have fun in your community.

Presented at ARSL 2018 by Jennifer Pe

### What are your goals for attending?

#### Personal Goals

#### Team/Community Goals

### Meet the Modern Learner

Review the Profile of a Modern Learner infographic built on the 2014 research currently align with your own experience.

- ☐ Overwhelmed and distracted
- ☐ Keen to learn
- ☐ Wants personalized, timely
- ☐ Learns as needed, anywhere
- ☐ Turns to my phone
- ☐ Prefers learning to be on the go
- ☐ Most values quality, ease or convenience
- ☐ Seeks out learning on soft-ware
- ☐ Motivated to learn because

## Understand Your Motivation

What motivates you?

Explore what motivates others in article, Anytime + Anywhere (<https://www.webjunction.org/news/webjunction/anytime-anywhere>)

As a first step in growing as a self-directed learner, identify your goals, center, revisit when you get stuck and update when you change.

And be sure to jot down contact information for your network.

## On Learning Plans

Review the 5 assumptions about adult learning from Kirkpatrick's Personal Learning Plans: a Tool for Engaging Adults (<https://www.nationalacademies.org/policy-research/learning-plans>)

1. The need to be self-directed increases as self-confidence decreases.
2. Experience becomes a key resource for learning as self-confidence increases.
3. Adults' readiness to learn is influenced by a variety of factors.
4. The orientation toward learning shifts toward personal goals as self-confidence increases.
5. Motivation to learn becomes internal - children are motivated by external expectations, grades, etc., but adults' deepest motivation is self-fulfillment.

Knowles also identified three important reasons for self-directed learning:

1. Individuals who take the initiative to learn on their own, learn more deeply and permanently.
2. Self-directed learning aligns with the natural process of learning in education place, where learning contracts are developed between the learner and the teacher.

## Creating a Self-Directed Learning Plan

Because self-directed learning is such an individualized experience, there is no set template for an effective learning plan. Explore some of the options below and experiment; it doesn't need to be set in stone!

We recommend Rachel Dobb's 5 Step DIY Self-Directed Learning Plan (<http://rachel-we-are-low-profile.com/blog/5-step-self-directed-learning-plan/>) as a good place to start.

1. Understand your motivation. You can start to do this by asking yourself some questions:

- What am I curious about? And what would I like to understand better?
- How would I like to challenge myself by learning something new?
- What is important to me about learning \_\_\_\_\_?
- How does learning \_\_\_\_\_ relate to other things I'd like to achieve in my work / life / relationships with others?
- In what ways will learning \_\_\_\_\_ allow me to feel more confident / better equipped for my work / life / relationships with others?
- How could I use my new knowledge or skills to help other people / contribute to new projects / life / relationships with others?
- How does learning \_\_\_\_\_ help me to feel more in control of choices I make around my work / my environment / other aspects of my life?
- How might my accomplishments in learning \_\_\_\_\_ be recognized by others?

2. Be clear & S.M.A.R.T. about what you are planning to learn

### BE SPECIFIC

- ☐ write what you want to learn in one sentence
- ☐ drill down
- ☐ break it up
- ☐ choose the first topic to focus on

### MEASURE YOUR LEARNING

- ☐ no. of hours per week?
- ☐ will I be able to achieve something in particular?

### HOW RELEVANT IS IT FOR YOU?

- ☐ what does learning this help me achieve?

### MAKING IT ACHIEVABLE

- ☐ what will I need?
- ☐ time / space / internet access / child care?

### SET A TIME LIMIT

- ☐ what will I learn by the end of this week?
- ☐ within 2 weeks?
- ☐ within a month?

Tracking your learning. To track your learning, it is worth quickly recording the easily accessible document:

- watching / reading / engaging with this?
- being discussed
- not watching / reading / engaging with this?
- don't know before?
- further? Or links to follow?

Learning & buddy up  
world projects

Resources:  
<https://www.webjunction.org/finding-learning-projects/>  
<https://www.webjunction.org/creating-space-for-online-learning/>  
<https://www.webjunction.org/creating-space-for-online-learning/>

Learning, and circle those methods you'd like to experiment with more in the future.

Self-paced courses and webinar recordings  
time for learning or share what you're learning  
Things ([https://en.wikipedia.org/wiki/23\\_Things](https://en.wikipedia.org/wiki/23_Things)), Bingo (see <https://www.webjunction.org/reading-conversations-RA-for-all-library-staff.html>)  
Age, cross-sector knowledge  
Partner with Tooele City Library (UT)  
<https://www.webjunction.org/self-directed-learning-experience.html>  
(see related resources  
<https://www.webjunction.org/the-webjunction-experience.html>)

volunteers everywhere!  
<https://www.webjunction.org/finding-learning-projects/>  
<https://www.webjunction.org/creating-space-for-online-learning/>  
<https://www.webjunction.org/creating-space-for-online-learning/>

Library: <https://www.webjunction.org/finding-learning-projects/>  
<https://www.webjunction.org/creating-space-for-online-learning/>  
<https://www.webjunction.org/creating-space-for-online-learning/>

Organizations, we were grateful to learn from the past:

no, 2008

<https://www.webjunction.org/finding-learning-projects/>

to these as the "building blocks of the learning experience"

these statements:

supports learning has four distinguishing features, openness to new ideas, time for impact, knowledge must be shared with individuals, groups, or whole organizations

"When leaders actively question and listen to employees in the institution feel encouraged to learn."

# 4. Socialize Your Learning

# Chat is where it's at

**from Sara to All Participants:**

Earlier this year our library did an online staff survey. I called it "**Today I bent a rule (or wanted to)** in order to provide good customer service."

Staff had the opportunity to **tell us about specific barriers** to customer service (library policies, procedures) they **encounter**. We now have a **list of issues** to address.

Read Sara's follow up article,  
"Today I Bent a Rule"

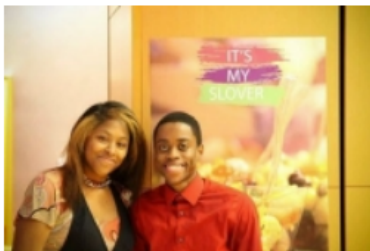
**from Karol:** I love that you did that! I would **love to see a copy** of the survey! Any chance you can email a copy?

**from Gabriel:**  
I would **also love a copy** if possible

**from Sarah:**  
me too!

**from Jennifer:** Sara, if you're willing, **you can send the survey to WJ** and we **can post** to the archive page resources.

# Social Library

[Overview](#)[News](#)[See All](#)

This Social Library is a regular WebJunction feature surfacing some of the amazing work from the libraries that we follow on Facebook. It's a great virtual tour of how libraries are using social media to connect with their communities, promote services and programs, and engage with their patrons and fans. If you'd like to see your library featured in the Social Library series, please let us know via [social@webjunction.org](mailto:social@webjunction.org), or find us on [Facebook](#).

The [Social Library Series spreadsheet](#) (xls) collects all volumes and can be sorted by state, library, and topic.

Facebook image courtesy of the [Slover Library](#)

## Most Recently Added



### [Social Library, Holiday Edition](#)

Last Modified: News / 18 December 2018

In this special Holiday Edition of our Social Library series, we're highlighting programming and marketing examples from libraries we follow on Facebook. From a 12 Days of Library Giveaways contest to an Ugly Sweater Craft Night, and from Holiday Pet...

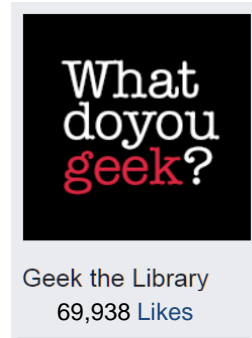
The Social Library series spreadsheet collects all volumes and can be sorted by state, library, example and topic.



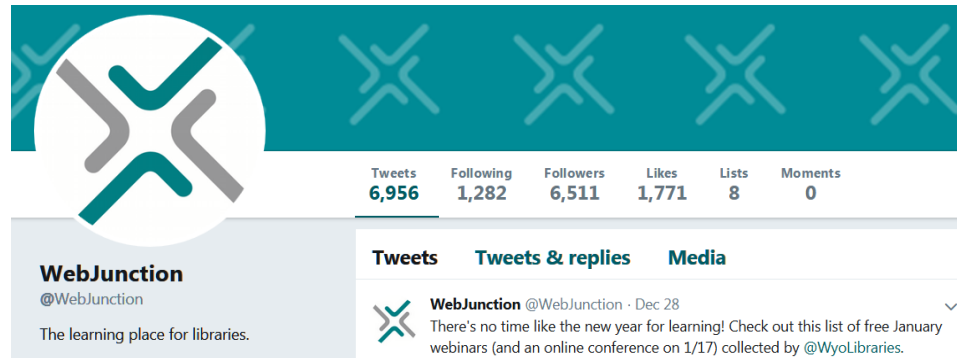
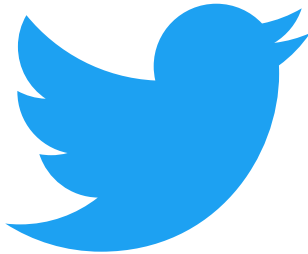
### [Social Library, Volume 122](#)

<http://www.webjunction.org/explore-topics/social-library.html>

# Follow Us!



WebJunction  
7,586 members





# Library-Related Facebook Resources



## Libraries and the Opioid Crisis

493 members



## From Awareness to Funding - 2018

156 members



## Let's Move in Libraries

621 like this · Community



## Public Library Association (PLA)

15K like this · Chicago, Illinois · Nonprofit Organi



## Association for Rural & Small Libraries (ARSL)

3.6K like this · Nonprofit Organization



## Library Journal

Media/News Company  
Magazine  
92K like this



## Library Think Tank - #ALATT

35,391 members



## Programming Librarian Interest Group

10,481 members



## Library Management Group

4,087 members



## The Shareable Clique

2,860 members



## Libraries & Social Media

9,043 members

# Public Libraries Respond to the Opioid Crisis with Their Communities

Learn with libraries around the country

The project will identify, synthesize, and share knowledge and resources that will help public libraries and their community partners develop effective strategies and community-driven coalitions that work together to address the opioid epidemic in America.



This project was made possible in part by the Institute of Museum and Library Services project number LG-00-18-0298-18.

# **5. Grow a Culture of Learning**

# Growing a Culture of Learning

- Learning is the business of libraries
- Motivate self and others
- Model learning
- Be life-long learners
- Support learning relationships
- Learning organizations!



Photo by [Cindi](#) on [Flickr](#) / CC BY-NC 2.0

# Bonus: Learn with WebJunction.org



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## Transform Your Library with WebJunction

Published: 02 January 2019

"The transformation is unbelievable. The whole library used to be dark and not fun."

This is what one patron said about the space transformation at the Glenns Ferry Public Library, in Glenns Ferry, Idaho, that was fueled by a grant to OCLC from IMLS and guided by the experts at WebJunction through the Small Libraries Create Smart Spaces program. If you've been wanting to collaborate with your community in transforming a space in your library to encourage more hands-on, participatory active learning, it might be time to get your library involved, too.

During the first round of the project, 15... [Read more](#)

Posted In: [Small Libraries Create Smart Spaces](#)



WebJunction is a program of OCLC Research



### New to the Catalog

*Free courses available on demand*

Supercharged Storytimes

Series: Evaluating and Sharing Your Library's Impact

Grantseeking for Libraries: Top 10 Practices for Foundation Funding

Revitalizing Library Volunteer Engagement

Media Smart Libraries



# New to the WebJunction Course Catalog



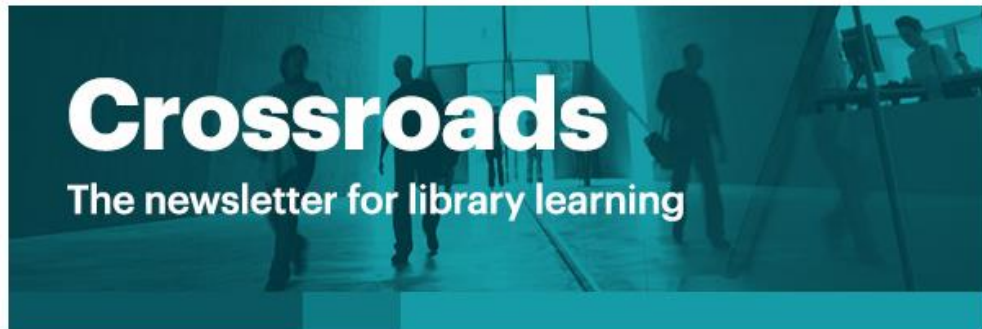
Media Smart Libraries: Building Partnerships  
to Support Children in a Digital Age



Making Space for Active Learning in Your Library

# Newsletter

- Two issues each month
- New articles and resources
- Learning opportunities, courses, webinars, projects



March 7, 2018

## Bringing the Community Together

Whether through books, computer classes or board games, libraries are a powerful tool for bringing the community together. The stories in this issue highlight the impact that comes from dedicated library staff forging partnerships, seeking opportunities and trying new ideas. All of these stories and ideas were shared with us by staff who work in libraries. If you have something to share, reach out to us at [social@webjunction.org](mailto:social@webjunction.org) - your stories are at the heart of what we do!



*Romeo the bull visits the Ashe County Library as part of their "Involving Books" program. Photo courtesy of the Ashe County Library.*

thank you