

# Self-Directed Learning and the Modern Learner

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*David A. Davis  
Romar Learning Solutions*

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# Objectives

- Define the concept of self-directed learning and explain why it's effective in the modern learner
- Describe the modern learner in terms of needs and dislikes for development
- Incorporate and apply self-directed learning when delivering training to the modern learner

*What would you like to learn today based on these objectives?*

# Discussion Question



***What is self-directed learning?***

# Self-Directed Learning

The learning process in which the individual takes the initiative, with or without the help of others, in diagnosing his or her learning needs, formulating learning goals, identifying human and material resources for learning, choosing and implementing appropriate learning strategies, and evaluating learning outcomes



Knowles, M. (1975) *Self-directed learning: A guide for learners and teachers*, New York: Cambridge Books.

# Self-Directed vs. Content Focused

## Self-Directed

- Learner determines content covered based on need
- Learner sets the pace
- Depends on two-way dialogue and/or interactivity
- Less structured

## Content Focused

- Content is set and rigid
- Pace and flow are set
- More “one-way” delivery of content
- Highly structured

# Discussion Question



***Think about the kinds of learners you encounter; what are they looking for in the design of a learning solution?***

# Generations of Today's Learners

*What does each of these modern learners need in the design of his or her learning?*

**Gen X**

**Latch-Key Generation  
1965–1979**



Generation **X**

**Gen Y**

**Millennials  
Technology Generation  
1980–1994**



Generation **Y**

**Gen Z**

**iGen  
Realistic Generation  
1995–2012**



Generation **Z**

# Modern Self-Directed Learning

Three qualities:

1. Performance-objective focused
2. Learner led and interactive
  - Exploration activities
  - Problem-solving activities
3. Resources versus content delivery
  - Collaborative design
  - Labs versus workshop





# Brainstorming . . .



*What are ways to  
make a learning  
environment more self  
directed?*

# Thank You

David A. Davis  
Romar Learning Solutions  
[ddavis@romarlearning.com](mailto:ddavis@romarlearning.com)  
m. 973-216-7921