

**My  
Mentored  
Learning**  
2023

# Elevate Your Learnability

Measure Your Self-Directed Learning Skills and Unleash Your Potential



EMBRACING  
**LEARNABILITY**  
ELEVATES CAREER  
RELEVANCY IN  
EVER-CHANGING  
ENVIRONMENTS

# LEARNABILITY

In today's rapidly changing landscape, organizations need to stay agile and adaptable, with employees possessing the learnability necessary to facilitate change. But what is learnability? Learnability is the capacity and willingness to quickly acquire new skills, knowledge, and capabilities in order to remain employable throughout one's career. It involves developing the ability to grow, adapt, and evolve as necessary in order to progress professionally. In other words, it's not just about having the right skills; it's also about being able to recognize when those skills are no longer relevant or sufficient and proactively developing the ones needed for future success.

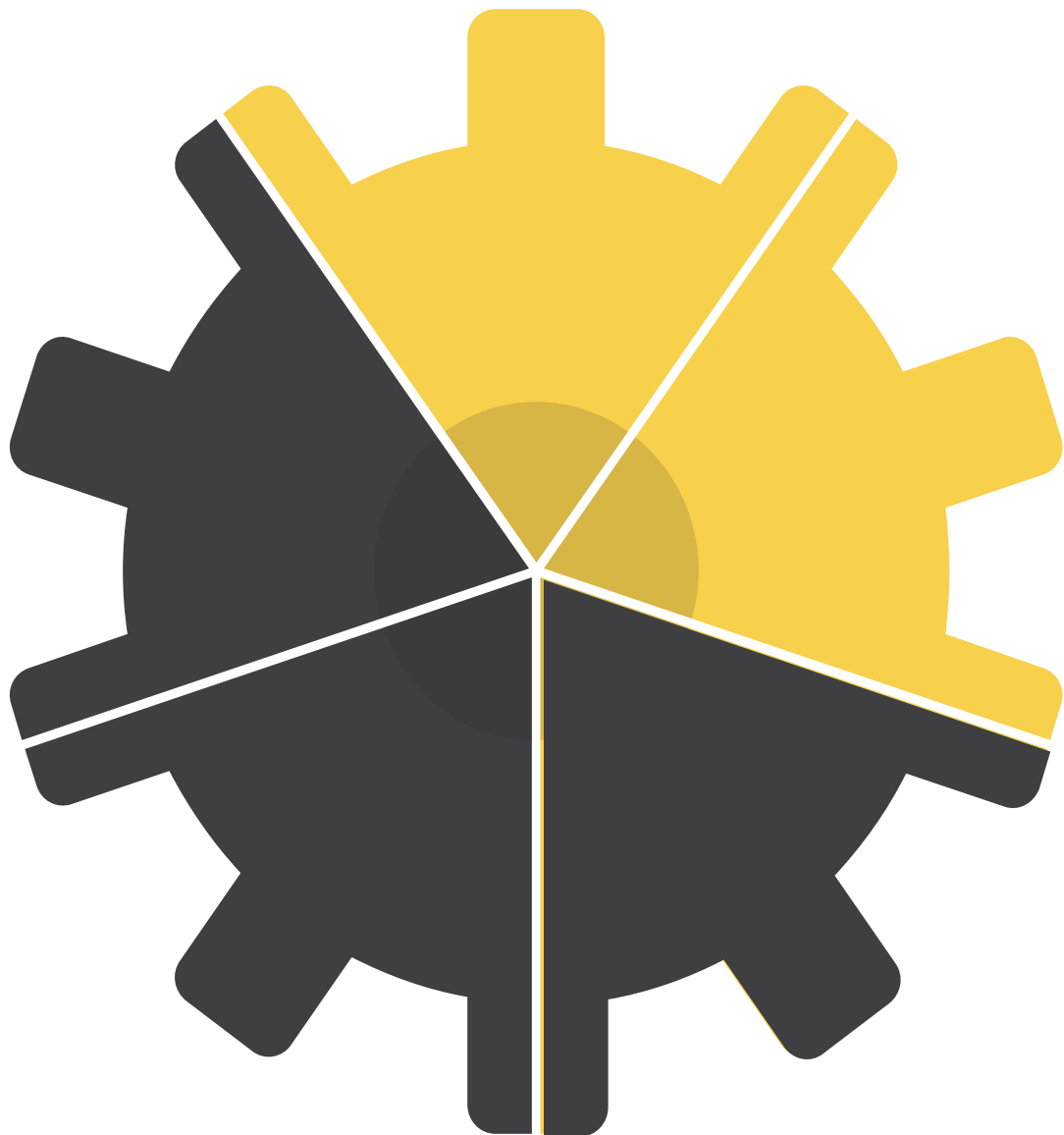
**Learnability is the hot ticket  
to success for employers and  
individuals alike.**

Mara Swan

Executive VP, Global Strategy and Talent

ManpowerGroup

**THE POWER OF LEARNABILITY**



World Economic Forum's  
"The Future of Jobs"

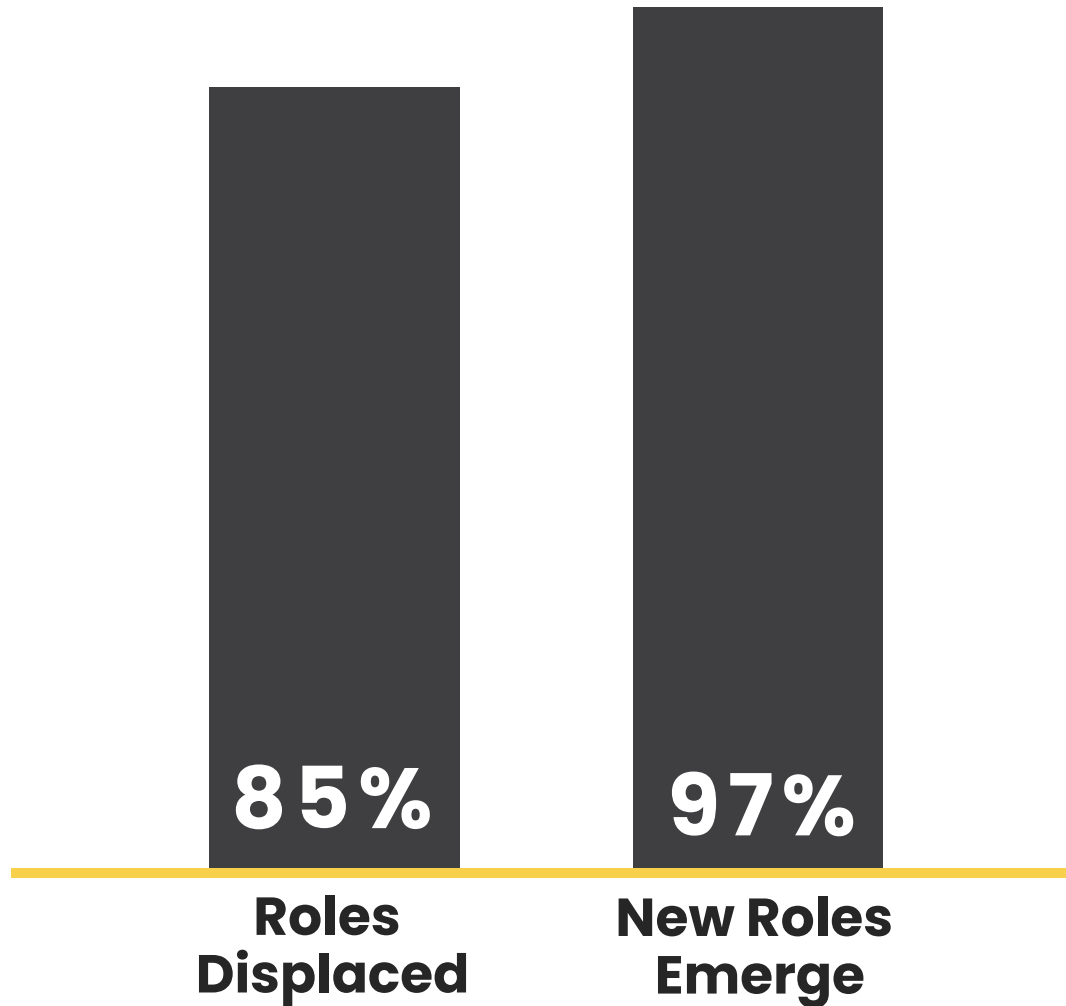
**65%**

**Jobs Generation Z will  
perform in their careers don't exist yet**

**45%**

**Tasks and activities performed today could  
be automated using current technology**

World Economic Forum's  
"The Future of Jobs"  
**Estimates**



**40%**

**Employed workers will need  
to learn new skills just to  
stay relevant in their  
current role**

**Employability is less about what we already know and more about our capacity to learn.**



1. How often do you set goals for your learning?
  - A. Rarely
  - B. Occasionally
  - C. Regularly
  - D. Constantly
2. What is your typical reaction when faced with a challenge?
  - A. I give up
  - B. I try to find a solution
  - C. I seek help from others
  - D. I try multiple solutions until I find the right one
3. How often do you seek out new experiences or try new things?
  - A. No
  - B. Sometimes
  - C. Often
  - D. Constantly
4. How often do you read books or articles on topics you are interested in?
  - A. Rarely
  - B. Occasionally
  - C. Regularly
  - D. Constantly
5. Do you actively seek feedback from others to improve your skills and knowledge?
  - A. No
  - B. Sometimes
  - C. Often
  - D. Constantly

**Asses Your  
Self-directed Learning Skills and  
Unleash Your Potential**





6. How do you typically respond to failure or setbacks?
  - A. I give up
  - B. I feel discouraged
  - C. I learn from my mistakes and try again
  - D. I see failures as opportunities for growth
7. How often do you collaborate with others on projects or initiatives?
  - A. No
  - B. Sometimes
  - C. Often
  - D. Constantly
8. How often do you attend workshops, courses, or other learning opportunities?
  - A. Rarely
  - B. Occasionally
  - C. Regularly
  - D. Constantly
9. How often do you reflect on your experiences and consider what you have learned from them?
  - A. Rarely
  - B. Occasionally
  - C. Often
  - D. Constantly
10. How willing are you to take risks and try new approaches in order to learn and grow?
  - A. Not willing
  - B. Somewhat willing
  - C. Willing
  - D. Extremely willing



11. Do you set aside time each day for learning and personal development?
  - A. No
  - B. Sometimes
  - C. Often
  - D. Constantly
12. How do you approach problem-solving in the workplace or in your personal life?
  - A. I avoid problems
  - B. I find the first solution that comes to mind
  - C. I consider multiple solutions before making a decision
  - D. I actively seek out new and innovative solutions
13. How often do you actively seek out mentorship or coaching opportunities?
  - A. Rarely
  - B. Occasionally
  - C. Often
  - D. Constantly
14. How do you respond to constructive criticism?
  - A. I become defensive
  - B. I consider the criticism, but don't make changes
  - C. I use the criticism to improve
  - D. I actively seek out constructive criticism to help me grow
15. How often do you invest in your own learning and personal development?
  - A. Rarely
  - B. Occasionally
  - C. Regularly
  - D. Constantly



16. Do you engage in lifelong learning and continued education, even when it is not required by your job or personal circumstances?
- A. No
  - B. Sometimes
  - C. Often
  - D. Constantly
17. How open are you to trying new methods or approaches in your work or personal life?
- A. Not open
  - B. Somewhat open
  - C. Open
  - D. Extremely open
18. How often do you actively seek out opportunities to learn from others, whether in person or through online resources?
- A. Rarely
  - B. Occasionally
  - C. Regularly
  - D. Constantly
19. How do you prioritize your learning and personal development goals?
- A. I don't prioritize them
  - B. I prioritize them when I have time
  - C. I make time to prioritize them
  - D. I make them a top priority in my life.



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-Alice Meredith



A=1 points  
B=2 point  
C=3 points  
D=4 points

The total score is calculated by adding up the points for each response. The range of possible scores is from 19 to 76.

19-38: Low level of self-directed learning. The individual may need to work on developing their motivation and skills for self-directed learning.

39-57: Moderate level of self-directed learning. The individual has some skills and motivation for self-directed learning, but may benefit from more intentional efforts to develop their abilities.

58-76: High level of self-directed learning. The individual has strong skills and motivation for self-directed learning and may be well-suited for roles or tasks that require self-directed learning.