



# LEARNER®

PEOPLE EXCEPTIONALLY TALENTED IN THE LEARNER THEME HAVE A GREAT DESIRE TO LEARN AND WANT TO CONTINUOUSLY IMPROVE. THE PROCESS OF LEARNING, RATHER THAN THE OUTCOME, EXCITES THEM.

People with strong Learner talents constantly strive to learn and improve. The process of learning is as important to them as the knowledge they gain. Learners are energized by the steady and deliberate journey from ignorance to competence. They are excited by the thrill of learning new facts, beginning a new subject, and mastering an important skill. Learning builds their confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than “getting there.”

## ITS POWER AND EDGE

People with strong Learner talents not only love to learn, but they also intuitively know how they learn best. They can learn quickly, and when focused, they can keep a group, team, and organization on the cutting edge.

### IF LEARNER IS A DOMINANT THEME FOR YOU:

Continue to grow through learning.

- Refine how you learn. If you learn best by teaching, seek out opportunities to instruct others. If you learn best through reflection, carve out this quiet time.
- Designate yourself as an early adopter for new technology, such as a new point-of-sale or back-office system. You will learn quickly and be able to share important advances with your colleagues and peers.
- Honor your desire to learn. If you can't fulfill this need at work, take advantage of adult educational opportunities in your community. Discipline yourself to sign up for at least one new academic or adult learning course each year.
- Be a catalyst for change. Others might be intimidated by new rules, new skills, or new circumstances. Your willingness to soak up this “newness” can calm their fears and spur them to engage. Take this responsibility seriously.

### IF LEARNER IS A LESSER THEME FOR YOU:

If you lack the intensity of the talents that comprise the Learner theme, it does not mean you can't or won't learn. It does mean that you probably don't appreciate or enjoy the process that is often required for learning to take place.

- Have a strategy in place to help keep your skills up-to-date and relevant in an ever-changing world.
- You are more interested in the destination than the journey. Consider looking for roles that are oriented toward results rather than processes.
- You may have other dominant talents you can lean on when you need to bring something new to the table. For example, Woo talents might open you to new people; Ideation talents might open you to new ideas; Input talents might open you to new resources or tools; and Strategic talents might open you to new possibilities or options.
- Develop relationships with people who always seem to be on the cutting edge. They can keep you informed on the latest advancements in your field.