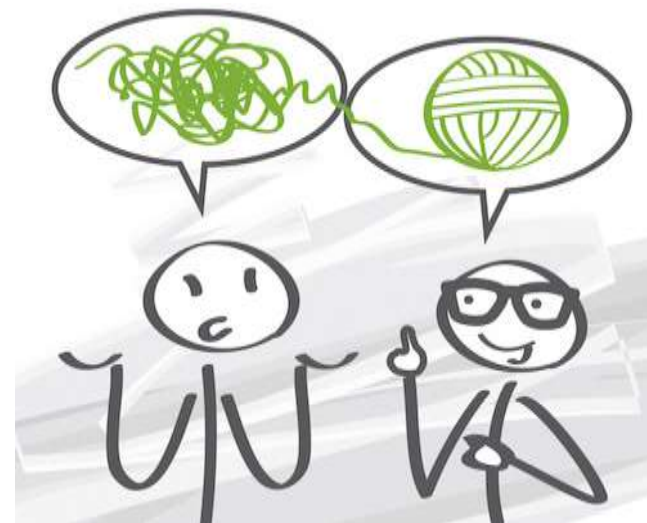


Learning at Work

3 March 2020

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NHS Education for Scotland



Learning at Work

- Open and closed questions
- Do you actively listen?
- What type of mentor and mentee are you?
- GROW model
- How many ways can you learn at work?
- How do we best learn in our team and from each other?

What type of mentor are you?

A blue, wavy-edged banner with the word "Supporter" written in white, sans-serif font.

Supporter

A blue, wavy-edged banner with the word "Advocate" written in white, sans-serif font.

Advocate

A blue, wavy-edged banner with the words "Critical" and "Friend" stacked vertically in white, sans-serif font.

Critical
Friend

A blue, wavy-edged banner with the word "Teacher" written in white, sans-serif font.

Teacher

What type of mentor appeals to you?

A blue, wavy-edged banner with the word "Supporter" written in white, sans-serif font.

Supporter

A blue, wavy-edged banner with the word "Advocate" written in white, sans-serif font.

Advocate

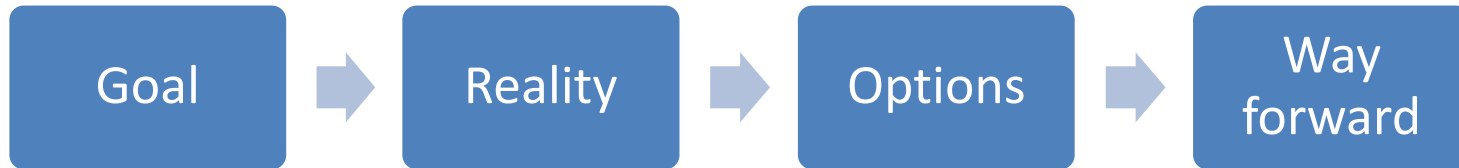
A blue, wavy-edged banner with the words "Critical Friend" written in white, sans-serif font, stacked on two lines.

Critical
Friend

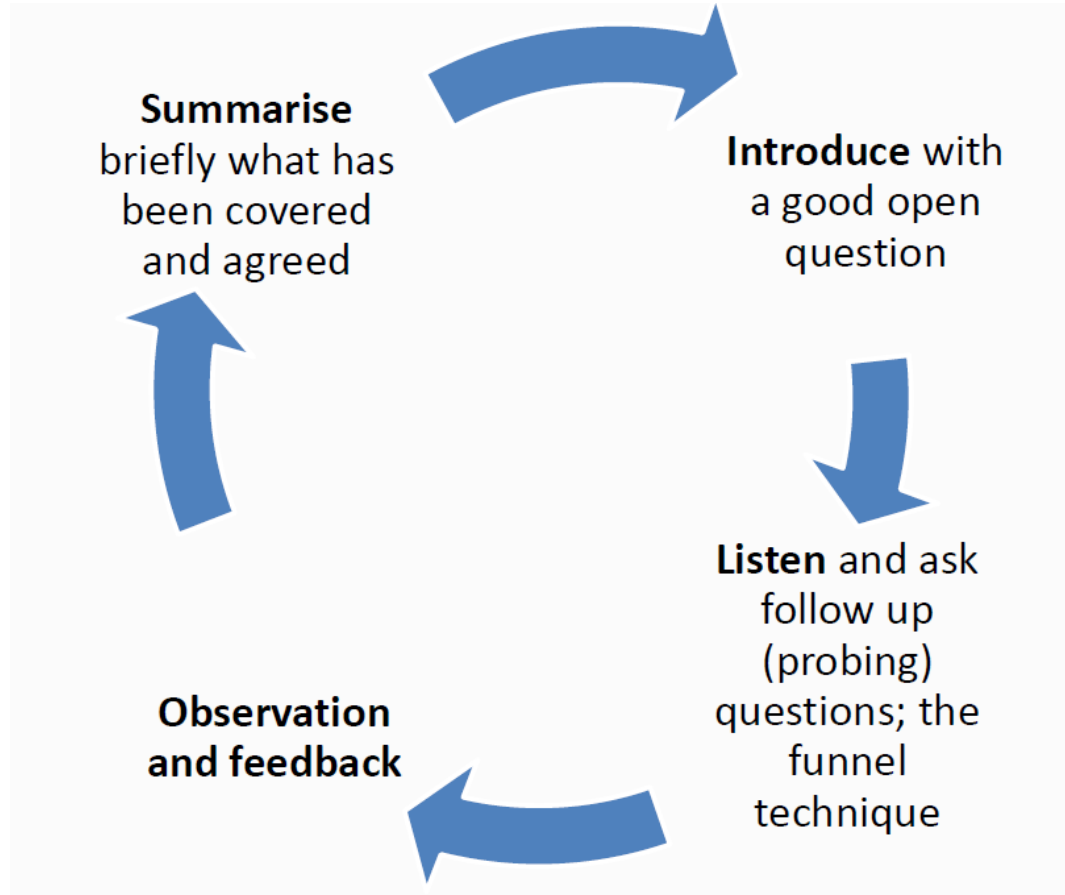
A blue, wavy-edged banner with the word "Teacher" written in white, sans-serif font.

Teacher

Coaching model - GROW

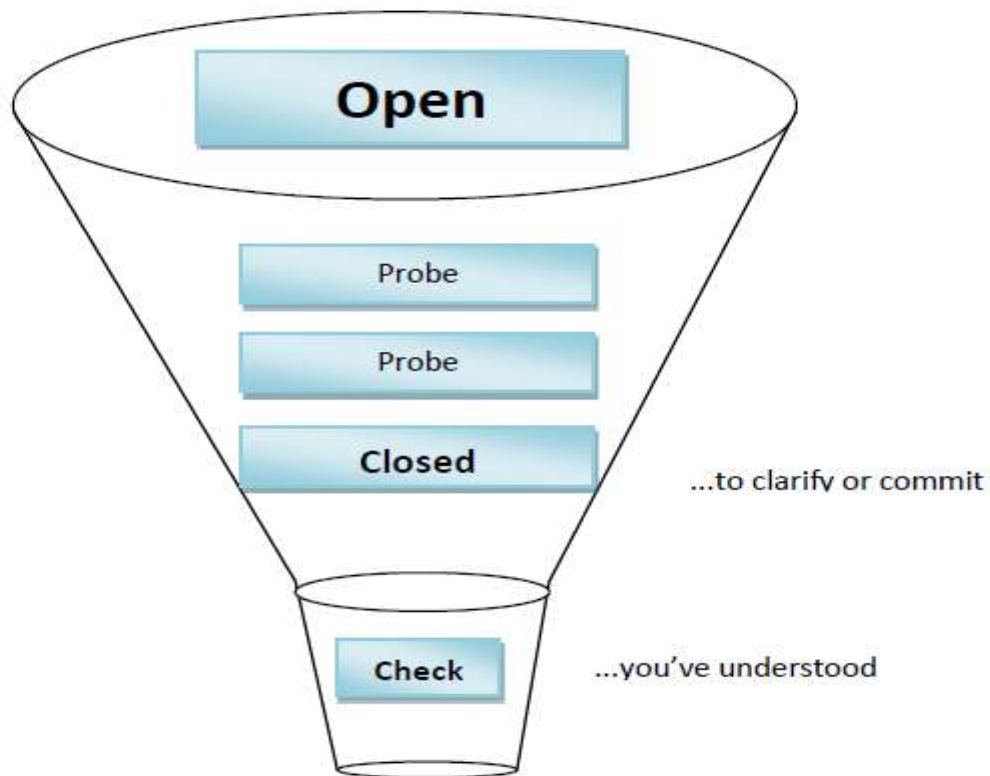


Practice












The funnel is a useful visual reference for questioning skills.

**Actively
Listen**



How many ways can we learn at work?

- Learn Along the Way
- Learn from Others
- Today's Learning Opportunities

Team Role	Contribution
Plant 	Creative, imaginative, free-thinking. Generates ideas and solves difficult problems.
Resource Investigator 	Outgoing, enthusiastic, communicative. Explores opportunities and develops contacts.
Co-ordinator 	Mature, confident, identifies talent. Clarifies goals. Delegates effectively.
Shaper 	Challenging, dynamic, thrives on pressure. Has the drive and courage to overcome obstacles.
Monitor Evaluator 	Sober, strategic and discerning. Sees all options and judges accurately.
Teamworker 	Co-operative, perceptive and diplomatic. Listens and averts friction.
Implementer 	Practical, reliable, efficient. Turns ideas into actions and organises work that needs to be done.
Completer Finisher 	Painstaking, conscientious, anxious. Searches out errors. Polishes and perfects.
Specialist 	Single-minded, self-starting, dedicated. Provides knowledge and skills in rare supply.

WORK BASED LEARNING



Employability

Learning at work develops skills like communication, builds motivation and confidence.

Efficiency

Learning at work helps people to develop careers that fit their skills and interests. Increasing motivation and productivity.

Over to you

What other benefits can you see in work based learning?



Engagement

A more tailored, individual approach to learning that fits with own skills.



Support

Learning at work can be fun if you are doing it in a group, with your teammates and giving each other peer support. It is also a great way to develop leadership and management skills if you are supporting others.



Keep in touch



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[@NES_hcsw](https://twitter.com/NES_hcsw)

This resource may be made available, in full or summary form, in alternative formats and community languages.
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how
we can best meet your requirements.



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