

# How to encourage a learning environment

Elaine Lawther

Optimist

Procrastinator

Football Obsessive





Remember, it's all about you...

- As coach
- As supporter
- As an ideas finder
- As a people connector
- As someone who gets things done!



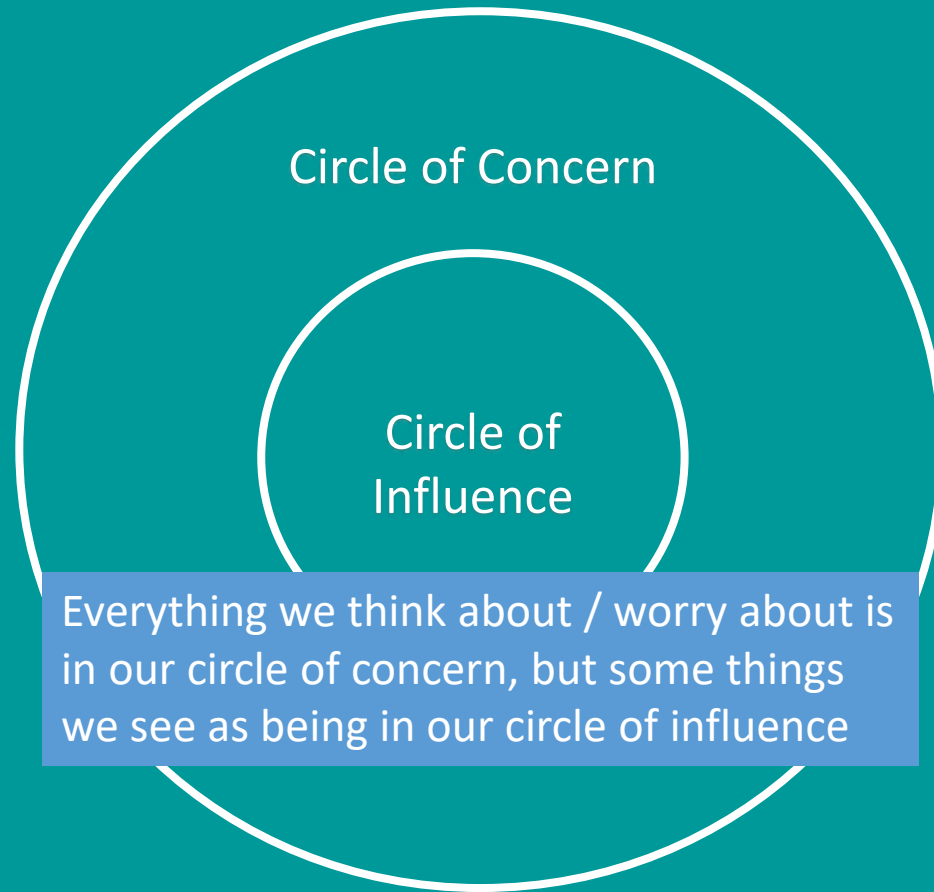
[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

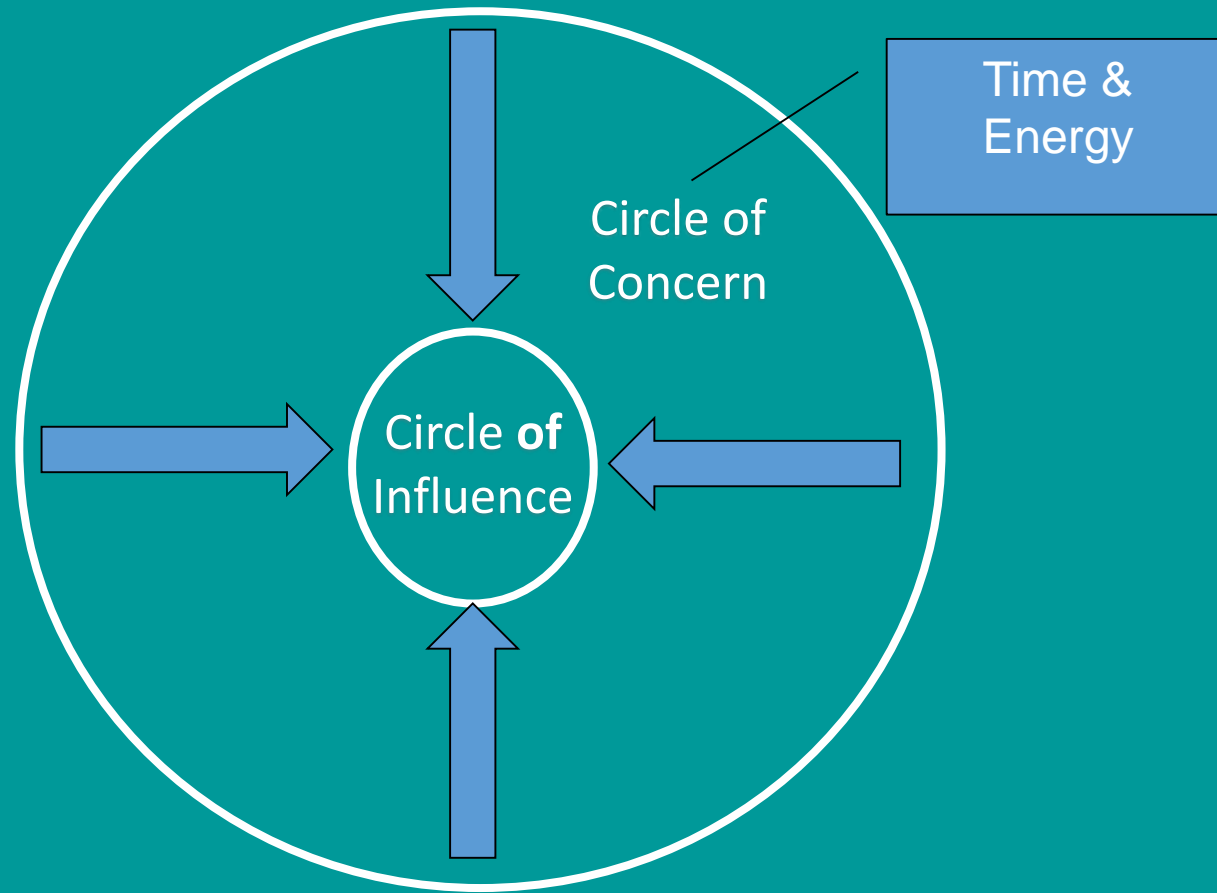
What are the most common work issues you have when it comes to LEARNING?

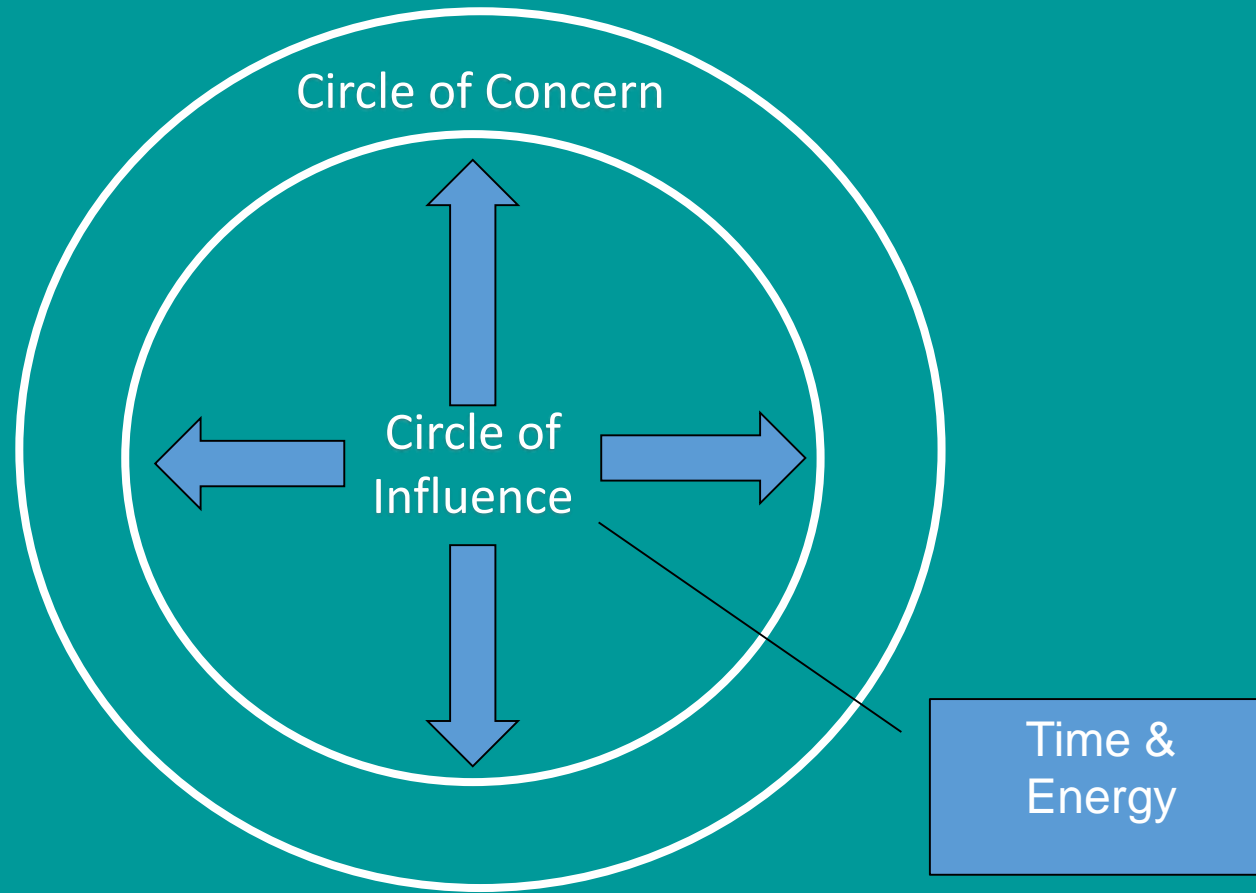
What advice would you give to each other on these issues?

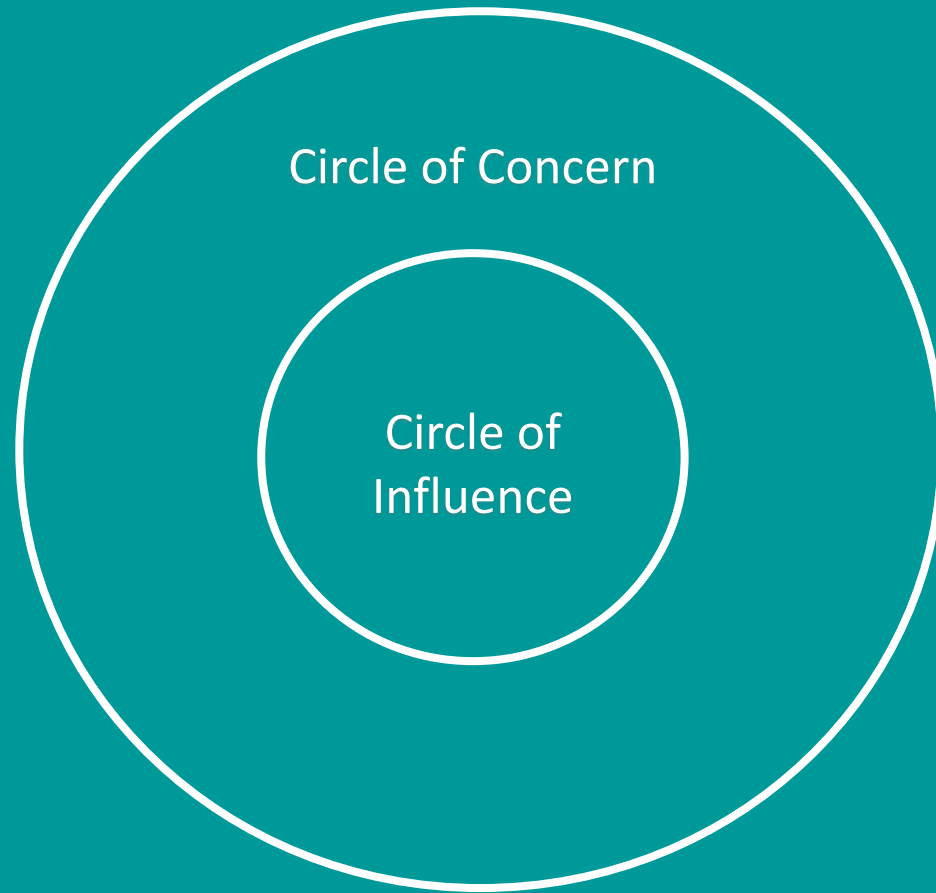
What other support do you need?

# Circle of Influence / Circle of Concern







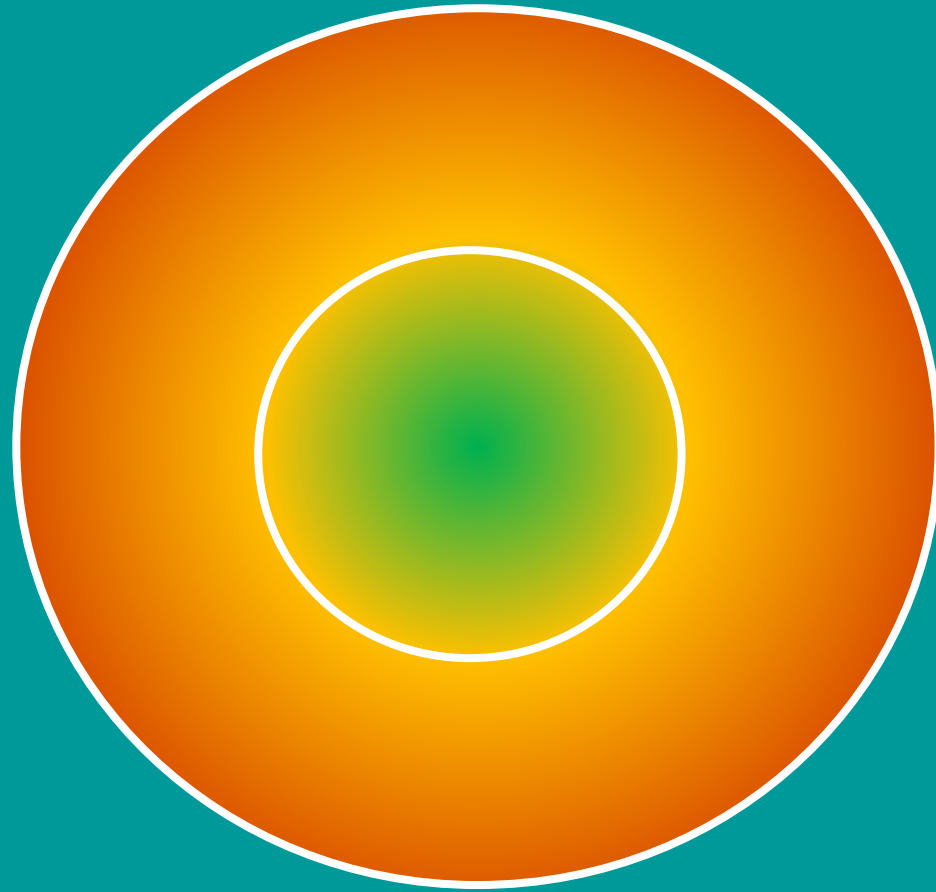




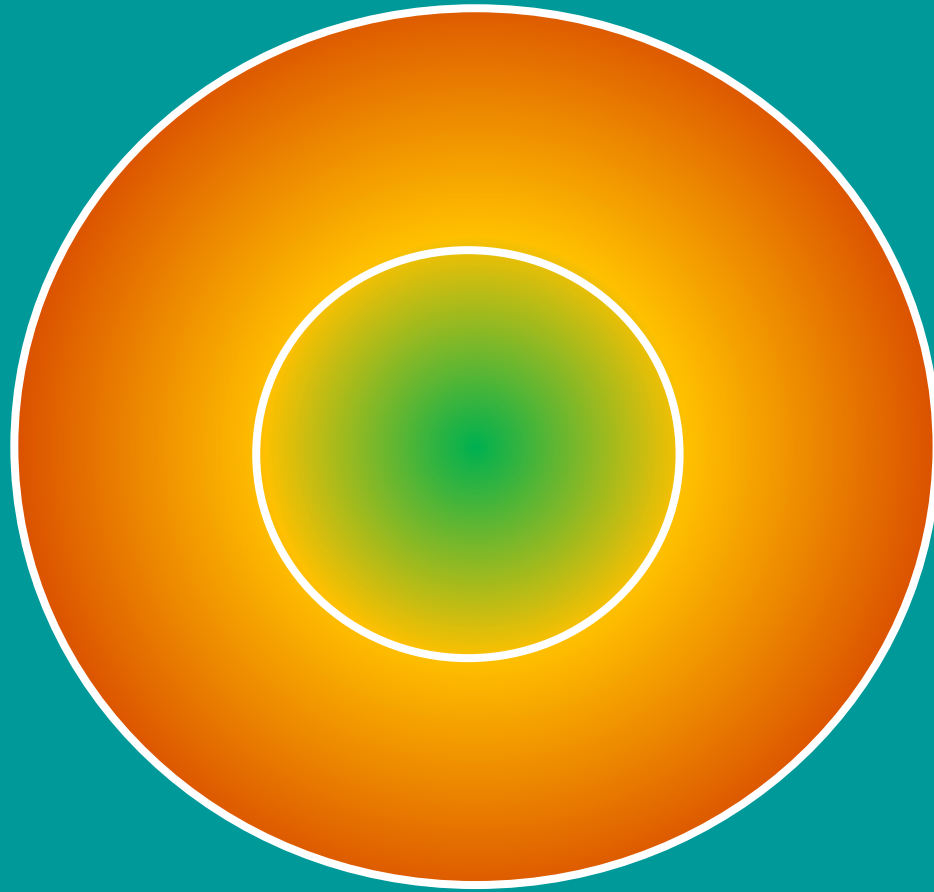
**Comfort  
Zone:  
safe and easy**

**Discomfort  
Zone:  
Challenging and scary  
CREATIVITY**

**Panic zone:  
Overwhelming and  
difficult**



**Discomfort  
Zone:  
Challenging and scary  
CREATIVITY**



**ASK YOURSELF:**

**What is holding you back?**

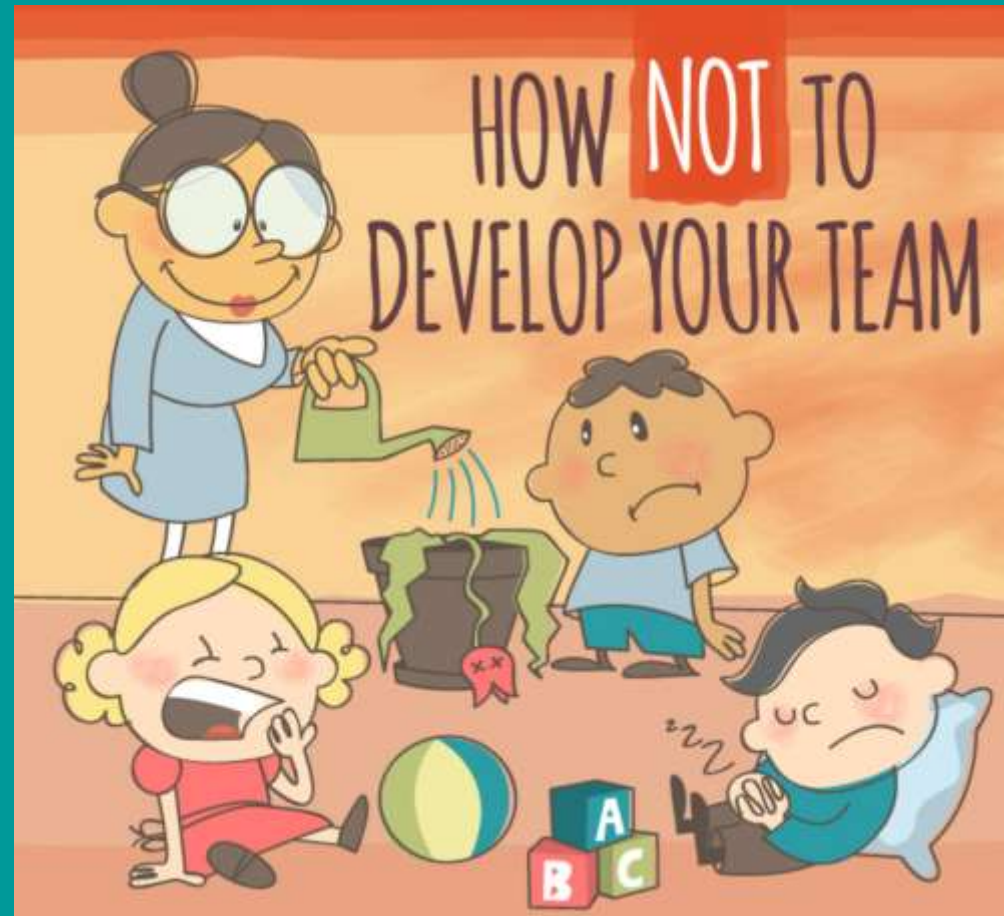
**What is pushing you back?**

**What thoughts will you need to let go?**

**What thoughts do you need to keep?**

**What will you need to do differently?**

# GoodPractice.net: Managing People & Teams



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.



NHS Education for Scotland  
Westport 102  
West Port  
Edinburgh  
EH3 9DN  
[www.nes.scot.nhs.uk](http://www.nes.scot.nhs.uk)

© NHS Education for Scotland 2020. You can copy or reproduce the information in this resource for use within NHSScotland and for non-commercial educational purposes. Use of this document for commercial purposes is permitted only with the written Permission of NES.