

Dr. Judit Szilágyi – Tamás Schieszler:

Constructive curiosity: several steps ahead

(summary)

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The concept of learning is changing, as its value on the job market is increasing day by day.

- Even though the principle of lifelong learning has been known for years, we are just beginning to understand the concept.
- **An employee who doesn't keep up with the development** of their profession, technology and expected soft skills, **will simply write themselves off from the job market.**
- How can we internalize learning agility?

Differentiate yourself!

- The world is accelerating at an increasing pace, and the constant change makes our knowledge obsolete much sooner than we expect.
- Certain professions, for example the tech and IT sectors are especially affected.
- For the majority of employees learning is the key to opportunities. **The more up to date someone is, the quicker they can advance in their career or the higher salaries they receive.**
- In professions that require lower levels of qualifications, learning can open doors towards breakthrough.

It is getting more and more important for companies that their employees are both able and willing to keep up with the changing world.

- A key objective of job interviews can be to determine how open-minded and curious the candidate is, how well they can learn independently.
- **Learning will be such an important skill as cooperation or conflict management today.**

The way we learn is changing as well...

- As the first step, we must change our learning habits, which requires a high level of awareness.
- Learning is not a question of money anymore, as the internet is an unlimited source of knowledge, but first **we should learn how to search, filter and collect relevant information and internalize it.**
- Today self-learning makes up 70% of all learning (when learning independently or experiencing while working), 20% is online learning and the best-known method of classroom learning (trainings, workshops) makes up only 10%.
- Everything depends on our own internal motivation and determination...

Make learning a part of your everyday life

- It's easier to start with your interests, your hobbies and this learning experience can be applied in your professional life.
- **Be open to the opportunities presented by online platforms:** join professional groups on social media, participate forums, read thematic websites, subscribe to relevant professional newsletters, listen to podcasts or try the courses of online universities.
- **As little as 10-15 minutes can be enough to learn something new:** make the best use of time spent commuting like listening to an audiobook or talks, or reading an article, watching a video.
- If you find it hard to learn alone, **choose a learning buddy with similar (professional or educational) background and make progress together** (the next stage is to learn while teaching).

Come up with your own personal learning strategy

- Set your goals and plan your progress.
- Find out the knowledge and competencies required to reach them.
- Plan your ways of learning: what can you teach yourself, which short online course should you complete and what can be only taught at an organized training.
- Before choosing a training, look around for options. Be aware that conventional workshops and courses can only be effective if you put in the energy and practice every day.

The best time for all this is now, regardless of profession and goals. **The most important thing is to start!**



About the authors

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