

Skill Focus: Desire to Learn

MAN-FMMS-1*

Standard: 1 Demonstrate employability skills required by business and industry.

- 1.1 Communicate effectively through writing, speaking, listening, reading, and interpersonal abilities.
- 1.2 Demonstrate creativity by asking challenging questions and applying innovative procedures and methods
- 1.3 Exhibit critical thinking and problem-solving skills to locate, analyze and apply information in career planning and employment situations.
- 1.4 Model work readiness traits required for success in the workplace including integrity, honesty, accountability, punctuality, time management, and respect for diversity.

*Georgia Department of Education All Rights Reserved Manufacturing Career Cluster

This lesson offers three-time sequences for instructional delivery: 15 minutes; 30 minutes; or 55 minutes.

15 minutes Lesson Plan (Resources needed: Desire to Learn Video)

Objectives

TLW Define Desire to Learn as it applies to workforce development

TLW Discuss how a Desire to Learn is an asset in employees

TLW Explain how a Desire to Learn will develop more confident and motivated employees

Instruction

1. Write the question, “What is a desire to learn?” Engage in large group discussion. Students will help define the topic.
2. Introduce the video by saying, “In this short video, we are going to learn how the skill of having a desire to learn can benefit us as employees.” Watch a *Desire to Learn Video* found at [Sector Employability Skills - YouTube](#). A list of 7 specific videos that are each 2 minutes in length can be found on the Resources Page of this Lesson Plan Packet.
3. Write the question on the board, “In our careers, how can a desire to learn make an employee more confident and motivated to work?”
4. Ask students to share with the class.

Skill Focus: Desire to Learn

30 minutes Lesson Plan

(Resources needed: Desire to Learn video, strips of paper, timer)

Objectives

TLW Define Desire to Learn as it applies to workforce development

TLW Discuss how a Desire to Learn is an asset in employees

TLW Explain how a Desire to Learn will develop more confident and motivated employees

TLW Identify the manners in which to demonstrate a Willingness to Learn on the job.

Instruction

1. Write the question, “What is a desire to learn?” Engage in large group discussion. Students will help define the topic.
2. Introduce the video by saying, “In this short video, we are going to learn how the skill of having a desire to learn can benefit us as employees.” Watch a *Desire to Learn Video* found at [Sector Employability Skills - YouTube](#). A list of 7 specific videos that are each 2 minutes in length can be found on the Resources Page of this Lesson Plan Packet.
3. Write the question on the board, “In our careers, how can a desire to learn make an employee more confident and motivated to work?”
4. Ask students to share with the class.
5. Skit Charades
 - a) Write down the following phrases on slips of paper:
 - i. Ask Questions
 - ii. Shadow employees
 - iii. Gaining new skills
 - iv. Volunteer for tasks
 - v. Listen
 - vi. Observe
 - vii. Take Classes
 - viii. Study new skills
 - b) Divide the class into teams. team members take turns acting out skit charades of the phrase on the slip of paper provided. Team members can talk and act but cannot say the term on the paper. Teams guessing correctly receive a point. The team with the most points wins. It is the teacher’s choice whether they set a timer.
 - c) As teams reveal correct answers, write the answers on the board.
6. Lead a group discussion elaborating on how students can demonstrate a desire to learn on the job.

Skill Focus: Desire to Learn

55 minutes Lesson Plan

(Resources needed: Desire to Learn video, strips of paper, timer, reading passage, one beach ball per group, marker)

Objectives

TLW Define Desire to Learn as it applies to workforce development

TLW Discuss how a Desire to Learn is an asset in employees

TLW Explain how a Desire to Learn will develop more confident and motivated employees

TLW Identify the manners in which to demonstrate a Desire to Learn on the job.

TLW Create examples of how they can demonstrate a Willingness to Learn on their job.

Instruction

1. Write the question, “What is a desire to learn?” Engage in a large group discussion. Students will help define the topic.
2. Introduce the video by saying, “In this short video, we are going to learn how the skill of having a desire to learn can benefit us as employees.” Watch a *Desire to Learn Video* found at [Sector Employability Skills - YouTube](#). A list of specific videos can be found on the Resources Page of this Lesson Plan Packet.
3. Write the question on the board, “In our careers, how can a desire to learn make an employee more confident and motivated to work?” Ask students to share with the class.
4. Skit Charades
 - a) Write down the following phrases on slips of paper:
 - i. Ask Questions
 - ii. Shadow employees
 - iii. Gaining new skills
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 - vii. Take Classes
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 - b) Divide the class into teams. Team members take turns acting out skit charades of the phrase on the slip of paper provided. Team members can talk and act but cannot say the term on the paper. Teams guessing correctly receive a point. The team with the most points wins. It is the teacher’s choice whether they set a timer.
 - c) As teams reveal correct answers, the teacher writes the answers on the board.
5. Lead a large group discussion elaborating on how students can demonstrate a desire to learn on the job.
6. Assign the reading, [How to Demonstrate Your Willingness to Learn in the Workplace](#) and the *Desire to Learn* worksheet. As students review the reading passage, record an example of the manners in which to demonstrate their desire to learn as it applies to their work or a work site they make up.

7. Choose 6 of the manners of demonstrations and, using a marker, write the 6 manners on the beachball (1 manner per colored section).
8. Once students complete the worksheet, they will toss the beachball to their group members and the group member catching the ball will provide an example of how they would demonstrate that manner at their worksite. The group tosses the ball around until everyone gets up to two opportunities to answer.
9. Finish the lesson by leading the large group in a review of the answers discussed during the small group beach ball toss.

Resources

Lesson Plan(s)

PowerPoint

Videos: [Sector Employability Skills - YouTube](#)

| CURIOSITY VIDEO LINKS | EMPLOYABILITY SKILLS DEMONSTRATED IN EACH VIDEO |
|---|---|
| DESIRETOLEARN HART Fabritex 21 | DESIRE TO LEARN, RESPECT, PUNCTUALITY, POSITIVE ATTITUDE, STAY ON TASK, TRUSTWORTHY |
| CURIOSITYDESIRETOLEARNMOTIVATION HABERSHAM Scovill 21 | CURIOSITY, DESIRE TO LEARN, MOTIVATION |
| MOTIVATIONCURIOSITY FORSYTHS GW AutomationDirect 21 | CURIOSITY, DESIRE TO LEARN, MOTIVATION |

Reading Passage Links

[How To Demonstrate Your Willingness To Learn in the Workplace | Indeed.com](#)

Activities

How To Demonstrate Your Willingness To Learn in the Workplace By Indeed Editorial Team

Updated March 25, 2021 Published January 22, 2021

[How To Demonstrate Your Willingness To Learn in the Workplace | Indeed.com](#)

Demonstrating a willingness to learn is a great way to prove your commitment to a company or role. It also tells employers that you have the drive, self-discipline, and motivation to enhance your skills and abilities. Taking on more responsibilities or improving your qualifications can lead to advancement opportunities, raises or promotions. In this article, we'll review what having a willingness to learn means, why it's important and how to demonstrate it in an interview.

What is a willingness to learn?

A willingness to learn is the desire to gain knowledge and develop skills to improve your work performance. Employees who demonstrate a willingness to learn are typically always searching for new opportunities to stay ahead of modern trends, achieve professional goals and complete more challenging tasks. Showing that you're willing to learn tells employers that you're a hardworking, driven, and motivated team member.

Why is a willingness to learn important?

A willingness to learn is important because it allows you to learn new skills and abilities that may lead to promotions to raises. You'll often impress employers with your drive and determination to learn new job responsibilities. Managers may feel comfortable promoting you to higher positions because they know you're willing to learn how to complete more complex and big-picture tasks that will improve the organization's performance.

When complex and unexpected workplace problems arise, your willingness to learn allows you to work hard to overcome these challenges and grow from the experience. Letting yourself learn from each workplace situation helps you understand which areas you excel at and where you can improve. As you gain more hands-on knowledge and advance your skill set, you'll feel more confident in your work performance, which may impress supervisors and motivate team members.

How to show you're willing to learn in an interview

The interview is a great chance to prove your dedication to learning new skills and growing in your career. Follow these steps to show your supervisor you're willing to learn and improve yourself:

1. Ask plenty of questions

Use the interview to ask plenty of questions about the company and the role. Research the organization beforehand to have thought-out questions prepared. You can also ask questions after learning more about the role during the interview.

Asking questions shows hiring managers you want to gain as much information as possible about the role to ensure it's right for you. This also tells interviewers that you won't be hesitant to ask



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questions if you're having difficulties performing a workplace task or when you want to learn more about a certain skill or responsibility.

2. Demonstrate your passion for gaining new skills

If you have little to no work experience, expressing a willingness to learn new skills can still pique interviewers' interests, as it tells them you're a hard worker who's passionate about moving up in the company.

When you're willing to learn, you typically have the self-motivation and determination to teach yourself new skills. In the interview, highlight moments when you found ways to teach yourself new skills. This could be instances like attending industry conferences or taking seminars. You may impress employers with your drive to learn more without needing close supervision or guidance. Consider providing further details about how you used these newly gained skills to provide value or bring in results to the company.

3. Earn certifications and take additional courses

A great way to catch the hiring manager's attention in your interview is to earn additional certifications or enroll yourself in relevant courses. If you're interested in roles that require or prefer certain skills or abilities you don't have, conduct online research to see if you can take classes or gain certifications to build these skills. Talking about these newly acquired qualifications in the interview can make you stand out from other candidates and express your dedication to building on your strengths.

4. Request information about training and growth opportunities

During your interview, ask hiring managers if they offer any opportunities to help employees enhance their skills and grow in their careers. This tells them that you're willing to take time to gain knowledge to better perform in their organization. Interviewers typically search for candidates who want to stay with the company long-term as they advance to senior-level positions and make big-picture decisions.

5. Pitch new ideas based on your research

Conduct research on the company beforehand and find ways to show hiring managers that you already have ideas to improve the company. For instance, if you're applying for a marketing coordinator role, you could review their social media pages and provide hiring managers with suggestions on ways to earn more followers. You may impress interviewers with your self-motivation to independently research and learn more about the company.

Tips for advancing in your career with a willingness to learn

Once you've earned a position with the company, continue demonstrating your passion for improving your performance and building on your strengths. Use these tips to help advance your career using a willingness to learn:

Remain updated on technological advancements



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As technology continues to grow and improve organizational efficiencies, it's important that you keep up with regular advancements. By doing so, you can teach yourself how to use new software systems or tools. You can then inform leadership about these new tools, their features and how adapting them can benefit the company. This shows your dedication to finding innovative ways to enhance company efficiencies and overcome any organizational obstacles.

Volunteer for additional responsibilities and tasks

A great way to demonstrate your willingness to learn is to volunteer to complete tasks outside of your role responsibilities. For instance, if your manager expresses that they're overwhelmed with their duties, ask if you can finish any tasks for them. This displays a willingness to take on new workplace challenges and to gain skills by completing more complex responsibilities.

Find industry events to attend

Show employers your willingness to enhance your knowledge by locating industry events, like conferences, webinars or workshops teaching about certain subjects within the industry. Tell employers about upcoming team-building events as well and ask if you and your team can attend. Employers will notice your initiative to teach yourself and other employee's new skills to perform more effectively.

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Desire to Learn - Worksheet

Name _____ Your Current Work Placement _____

(If you are not currently employed, list a company you would like to work for.)

| Manners to Demonstrate Willingness to Learn | Examples at YOUR worksite | <u>BONUS ACTIVITY</u> <i>Research who you would ask questions to, what new skills or technologies you need, or which conferences to attend?</i> |
|--|--------------------------------------|---|
| Ask Questions | | |
| Shadow Employees | | |
| Gaining New Skills | | |
| Update Technology | | |
| Volunteer for Tasks | | |
| Listen | | |
| Observe | | |
| Attend Conferences | | |
| Take Classes | | |
| Get Certifications | | |