

A photograph of a wooden ladder leaning against a dark wall. The scene is illuminated by several vertical light beams in red, white, and green, creating a dramatic, low-key atmosphere. The ladder is on the left side of the frame, and the light beams are in the center and right. The overall mood is contemplative and focused.

Learning Ladders

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From an early age, we love to
climb



We love playgrounds that allow us to learn and strengthen skills



Our desire for mastery
continues in adulthood



in fact mastery is one of our strongest intrinsic drives, we are drawn to interests, called by innate talents and potential that ignite a desire to learn.



Learning ladders take us from where
we are to where we want to be



Learning ladders provide
steps to mastery



They provide something to reach for,
something to hang on to, something to
step up to and something for support



The first rung of a learning ladder is having something to reach for - a reason, a need to move or grow



People do not reach out without
motivation or inspiration.



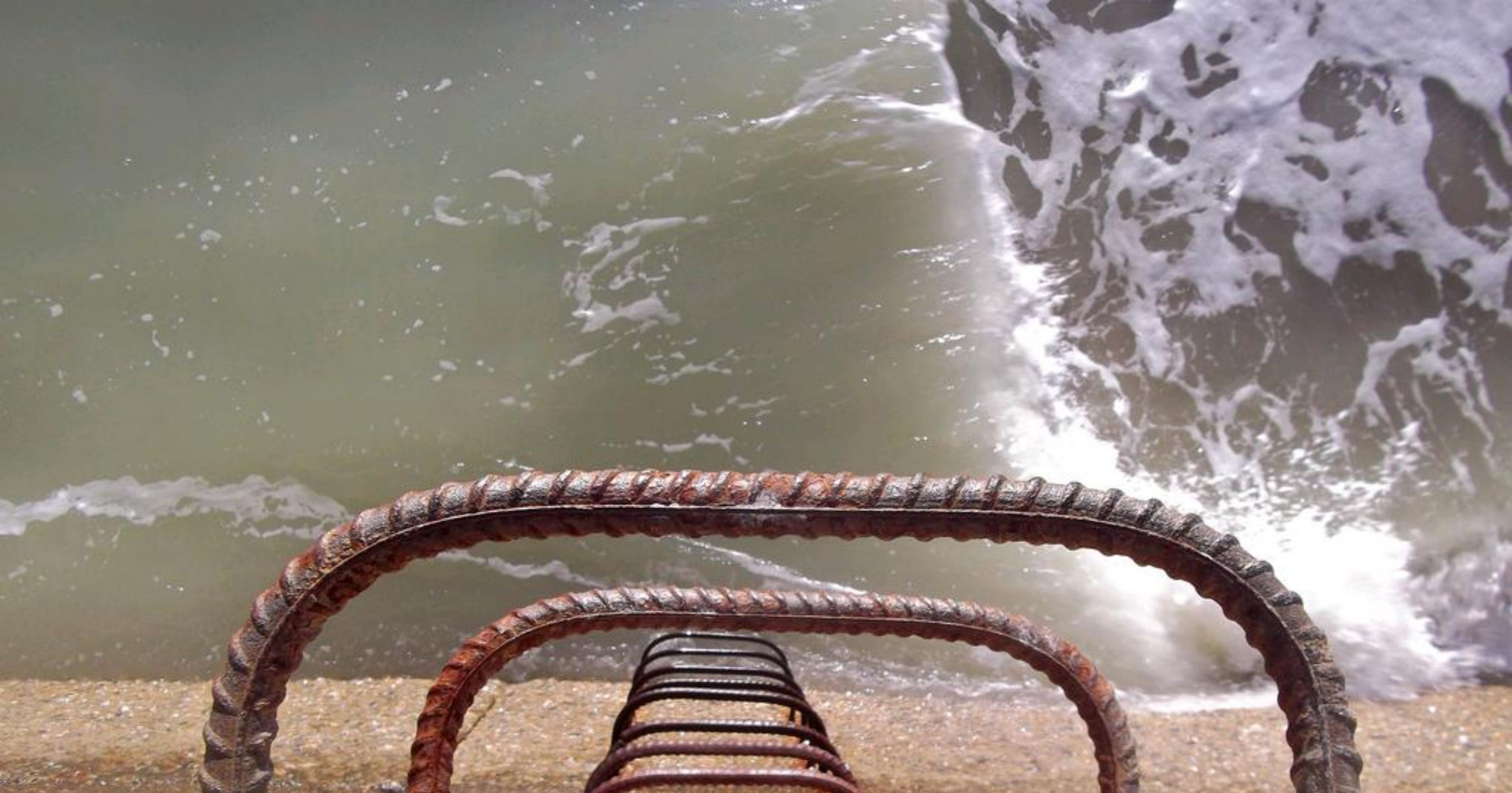
Motivation is an external drive to action, to move away from pain or strive for reward

Inspiration touches the soul, connects with the heart and mind, influences at the core of one's being.





It may come with an “ah ha” of sudden insight, or slower dawning self-knowledge from within that sets us on a mission.



Climbing is a risk. It means change, moving from the known into the unknown.



This triggers some level of uncertainty – a healthy and positive anticipation, a reasonable expectation of success; or anxiety, unhelpful doubts, fears, memories or imaginings of failure.



so the second rung of a learning ladder is something to hang on to



Security in the form of a solid framework,
building on what is already known,
recognised, established.



This makes it safer to reach across the gap from the known to the unknown.



The third rung of the learning ladder is something to step up to. An aspiration, something new, attractive, better than the present state of being



A belief that there is a real opportunity to progress and obtain a higher station.



Knowledge that it is possible, role models or examples that show how similar others have achieved desired results.



Confidence that goals are
achievable.

The
fourth
rung of
the
learning
ladder is
some-
thing for
support





Resources and a program to keep development on track over time



Feedback that provides positive reinforcement of progress, as well as constructive redirection when needed



Most of all, support is provided from other people. A team behind you, a cohort of peers alongside you



leaders, champions, mentors
and coaches on your side.



If you lead
learning put
ladders in
place



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