

The BOLD MOVES brief

EPISODE 18 LEARN LIKE YOU MEAN IT: HOW TO MAKE LEARNING STICK AT WORK

THE CORE TRUTH

Learning isn't Googling.
It isn't watching a 'How To' video
and moving on.

Real learning is a process - spaced,
practised, tested, reflected on, and
applied.

The people who grow fastest in
their careers are the ones who
know how to learn.

KEY TAKEAWAYS

- Forgetting is fast: without reinforcement, you lose 60% of what you've just learned within an hour.
- Spaced repetition beats cramming.
- Practice is messy but essential; knowing isn't doing.
- Feedback short-circuits mistakes and accelerates growth.
- Reflection transforms repetition into evolution.
- SAVI (Somatic, Auditory, Visual, Intellectual) means the more ways you process something, the deeper it sticks.

ACTION MOVES TO TRY

- After your next meeting or workshop, spend 2 minutes writing down one thing you'll do differently.
- Ask a trusted colleague: "What's one tweak I could make to improve?" Then try it within 48 hours.
- Revisit your notes from last week - out loud. Yes, you'll feel daft. Yes, it works.
- Next time you're tempted by a 'how to' video, pause: will you practice, apply, and reflect, or just scroll on?
- Notice when you catch yourself saying, "I already know this." Ask instead: "Have I done this yet?"

**LEARN LIKE
YOU MEAN IT**

CONVERSATION STARTER WITH YOUR BOSS

- "I want to sharpen not just what I know, but how I learn. Are there opportunities where I could practice x, get feedback, and stretch myself more directly?"

ADD THIS TO YOUR BOLD MOVES BANK

- Pin this line: 'Applied knowledge is power'
- Celebrate every time you choose practice over passive note-taking.
- Keep track of when you revisited a skill and noticed it stick better the second time.
- Re-listen to this episode before your next big training, course, or new project.