

Tips to Make the Learning Stick

LifeLabs Learning's programs are designed to have high cognitive retention over time. Some additional support from you can go a long way in turning new skills into lasting habits.

3RS MODEL

CHECKLIST



Use the 3Rs Model

LifeLabs Learning uses the 3R's Framework to create a well-rounded, effective impact strategy that drives the results you're looking to achieve:



Role Model

(Social Learning)

We adopt new habits if we see leaders and other influencers walking the talk.



Reinforce

(Classical & Operant Learning)

Skills turn into habits when we receive positive and corrective feedback on the new skills, and when there are systems in place that create opportunities to implement new behaviors.



Reflect

(Experiential Learning)

Reflection is how we turn information into knowledge.

According to Kolb's Experiential Learning Theory, reviewing and extracting value from a learning experience is a required step for making meaning and driving action.



Role Model

When key influencers within your org model and ask to be held accountable to the behaviors, we see org-wide impact.

Enlist execs, managers, and other influencers to model skills and commitment. Here's an email template to get you started:

Sample Email ([Click here to open the template](#))

Subject:

Hi **[NAME]**,

We just wrapped our program with LifeLabs Learning. People loved it, so now's the time to help the new habits stick. Since you're a role model on our team, will you please help keep the momentum going?

Here's a sample message you can share at your next team meeting / all-hands / 1-1 / email:

*"We rolled out a great training program with LifeLabs Learning focused on **[X]**. Now we have to make these skills our new habits. This matters because **[INSERT REASONS HERE]**.*

*I am personally committing to doing **[Y]** this month. Keep me honest! If I'm not doing it, I want your feedback. I'm excited to see what happens as we all become better people leaders together."*

Best,
[SIGNATURE]



Reinforce

Embedding workshop behaviors in expectations and feedback touchpoints creates a self-reinforcing system for accountability.

Skills are most likely to stick when we are praised, held accountable, and receive feedback. Here are some tips to make “the healthy choice, the easy choice”:

- **Create a completion perk** for people who completed all workshops in the program. For example: a certificate, sticker, swag, permission to sign up for electives, or access to an alumni group (e.g., a Slack channel).
- **Build habits as a group:** create org-wide learning challenges. For example, encourage everyone to keep track of how often they ask open questions for one week. Track progress on a public commitment board or scoreboard (for some playful competition).
- **Distribute artifacts:** desktop backgrounds, meeting rooms signs, calendar reminders, or even a mascot (like a Meetings Meerkat).
- **Embed workshop tools into employee touchpoints:** actively prompt people to use the skills when they need them most. For example:

New Manager Onboarding	Performance Review Time	Career Convo Time	Goal-Setting Time	Engagement Survey Time
Share Manager Standards and the 1-1s template .	Share Feedback Grid . Mention Playing Cards Method.	Share Development Plan template	Share Prioritization Tools and give out pomodoros	Do a CAMPS Check-In in 1-1s and surveys



Reflect

Reflection is how we turn information into knowledge. According to Kolb's Experiential Learning Theory (1984), reviewing and extracting value from a learning experience is a required step for making meaning and driving action. Creating opportunities to capture individual and program-wide insights will also deepen impact with your team.

To harness the power of strategic reflection through assessment and recall, here are a few additional tips:

- **Personal evaluation and goal setting:** Individualized, intentional reflection equips participants to integrate their learning and set an action plan for further growth.
- **Pause and reflect:** 1 month after your program ends, send a message to employees and their managers, prompting them to do a 3-minute reflection. Ask again after six months
- **Use reflections as seeds of learning.** Encourage participants to complete these reflections using a resource like [FutureMe](#) to schedule messages for delivery 6 months - 1 year later. When participants are able to review their past reflections, they are presented with another opportunity to revisit their learning and re-establish intentions.
- **Skills-inventory and benchmarking:** Org-wide reflection will help you capture trends to identify strengths to build on, as well as target high-need areas for added practice and support.
 - **~ 3-6 months after training:** Run a self-assessment survey (here's a [LifeLabs Sample](#)) to encourage participants to evaluate their application of skills

Sample Reflection Questions:

1. What have been your biggest takeaways from the workshop(s)?
2. How would you rate your current skill level on a scale of 1-10?
3. What do you want to try this week to increase your score by 1 point? How will you remember to do it?

You have resources!

From your LifeLabs Learning account your learners have access to the [searchable resource hub](#) with supplemental templates, videos, and more to keep the learning going. As an Admin, you can also [assign resources](#) to learners to review and track completion.

Make the Learning Stick Checklist

Get started!

Pick one tactic and take action this week. If you have additional time and resources, choose a new tactic once per month.

Next Steps

Due Date

Assign learners the Key Points Summary in the Resource Hub

Level it Up (select one or more)

Send a message to role models asking them to share their learning (template above for easy copy/paste!)

Create a reflection plan

Create space for deliberate practice

Embed workshop resources into employee touchpoints (like sharing 1-1 agenda templates during onboarding)

Talk to my Impact Consultant about future training to scale the learning

Other: (you know your org best!)



Have remaining questions or ideas? Contact your LifeLabs Learning Consultant or email support@lifelabslearning.com for support.

**LifeLabs⁷
Learning**

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