

Learning From Writing Things Down

A crucial aspect of learning is the monitoring of what it is we have learned. A powerful way of doing this is to record our learning in a journal or learning log. This gives us a permanent record accumulated over time that allows us to revisit our learning experiences, keep track of our development, and avoid forgetting.

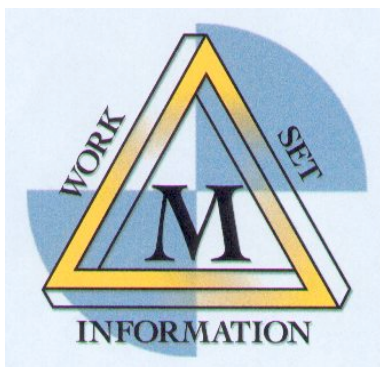
Writing things down helps us consolidate our learning because it encourages reflection on what we have learned and its relevance to our work and our lives. It can be a highly creative process generating insight into current problems and issues when we make links between new and old learning.

In Action Learning we build some structure around the process of monitoring our learning, and we make the structure easy to understand by using what we call The Learning Triangle (see below). M is for monitoring which is the core activity. What we monitor, by writing down our learning as it occurs, is:

- Work:** what we learn from engaging in the problems and issues of our project.
- Set:** what we learn from participation in our Action Learning Set .
- Information:** what we learn from programmed knowledge such as books, lectures, videos, training courses. This is the P of Revans' $L = P + Q$ (see front page).



In all this learning very often the most significant aspect is *what we learn about our self* .



The Learning Triangle

We call this the Botham & Morris Learning Triangle because the model, and the ideas behind it, were developed by Professor David Botham and Professor John Morris. David is Director and John Visiting Professor at the Revans Institute.

[For those who seek a reference:](#)

Vick, D. (2000). Understanding methodology. Linkup, Vol 1, No 9, 12 - 13. University of Salford: The Revans Institute for Action Learning & Research.

Following the discipline of the Learning Triangle will prove invaluable to anyone intending to write about their project and their learning.

