

## The Five Discoveries of Self-Directed Learning for leaders

You can teach yourself the competences of a resonant leader. Embark on your course of self-directed learning focused on making five discoveries.

This process of discovery takes you through finding your:

1. "Ideal self"

Who do you want to become? Values are important in your search for your ideal self. Note the values that should matter, but determine if you have reached your genuine drive or if you are paying lip service to a given value. For example, think of the consultant who, "lists 'family' as a dominant value, but still spends five days a week away." Pay attention to the values you actually practice, which probably are governed by your underlying philosophy. Are you a pragmatist, an individualist or a humanist?

2. "Real self"

Determine who you are now. Be aware of self-delusion. Discover the truth about yourself. Ask others to help you. It is extremely difficult – and critically important – for leaders to get accurate information about themselves.

3. Agenda for learning

How can you bolster your strong points and narrow the gap between what you are and what you want to be? Understanding your real self and your ideal self is important, because your passion for learning depends on how avidly you want to be your ideal self. Life becomes a learning adventure. Set flexible, feasible goals that strengthen your assets and match your style of learning.

4. Ways to experiment

Try new ways of acting, thinking and feeling until you master them. In a sense, you are rebuilding your brain and changing the way you react to stimuli. This takes constant practice. The brain you have, and the reactions and habits you already developed, are the product of a lifetime. Changing them involves much more than simply learning what you need to do. Think of how you will act in situations where your present leadership style is ineffective. Mentally rehearse to set the stage for your performance.

5. Working relationships

Develop relationships of trust and mutual support to make it possible to change. It is lonely at the top. Leaders need people who can help them.

Source: Daniel Goleman