

Approaches to learning

It is well recognised that a culture of continuous and ongoing learning enables people to achieve their potential, collectively and individually, in a respectful and inclusive environment. It is also known that learning and development happens in many ways.

The 70:20:10 model* shows that the majority of learning comes through experience, a significant amount from social learning with colleagues and a smaller amount happens in formal face-to-face or online courses.

When you are considering your own development needs, or when you are supporting the development of others, aim to combine a range of approaches that will best:

- support your own, and/or others', strengths and preferences for learning
- meet the development objectives
- suit the area you are working in
- recognise the skills and experience of others who may be able to help.

*Lombardo and Eichinger, 1990s, [70:20:10 Model of Learning](#)



70%

Experience based learning

- Putting learning in to practice
- Development in role
- Problem solving
- Secondment
- Projects
- New role



20%

Social learning

- Role models
- Shadowing
- Team work
- Colleagues
- Feedback
- Coaching
- Mentoring
- Networking



10%

Formal learning

- Face to face or online courses
- Reading
- Film
- Facilitated discussion