



Miller's 4 Steps to Learning & Growth™

Structure brings clarity to abstract ideas. When we have a specific protocol as we address new learnings in our life we increase the probability that we will in fact remember that which we learn.

The Reticular Activating System (RAS) located by the brain stem is our closest friend our worst enemy. One of its main responsibilities is to tune into that which we choose to focus on. We get to choose what we focus on, the good, true, beautiful, the bad and the ugly in life. Our RAS will hunt and gather information based on our conclusions about life and go as far as to distort, delete and generalize information that does not align with our conclusions.

As we enter new opportunities for growth and learning, alert and high noticing we increase our ability to take and apply those pieces of information, which add instant value to our life experience and ultimately lead to the best version of whom God created us to be resulting in personal excellence.

As I went through my Master's Program in Adult Education, Emphasis in Human Resource Development, from Rutgers University, I observed a 4 step process of learning new information or approaching old information with fresh perspectives: Learn => Reflect => Identify/Adjust => Integrate/Take Action:

Learn: Learn the information at hand, which typically enters your awareness through your 5 senses: seeing, hearing, tasting, touching and feeling. Practice approaching new opportunities for growth and learning with curiosity and fascination: What's in it for me that is of value?

Reflect: Reflect on that which you learn. In the reflection process you observe key pieces of information that expand your view of reality: self-awareness and

awareness of others around you, this is commonly referred to as your Emotional Intelligence. Ask yourself the following questions:

- Does it have meaning to me?
- Does it align with what I value?
- Does it offer instruction to help me do what I do better and to be a better person while I do what I do?

In order for information to stick, it has to have the element of meaning and purpose in your life personally and/or professionally. You may ask yourself: How does this information make me a better person in life?

When facilitating workshops and seminars I will invite participants to write down 1-3 pieces of information (gold nuggets of knowledge) that they feel offers levity, insight and inspiration: *"Hunt and gather helpful guidance that adds value to your experiences personally and professionally so that you can reflect upon the key information's ability to add value to your life in a positive impactful way."*

Identify & Adjust: Identify and adjust behaviors, perceptions, judgments and conclusions about life that hold you back from personal excellence based on the new information you learned.

Integrate/Take Action: This is the final step in the learning process that gives you the opportunity to integrate and transfer new knowledge into your thoughts and behavior. Review any new knowledge that you desire to take along with you at least 2-3 intentional times in the 48 hour window of time proceeding the learning experience. Write down 1-3 powerhouse action steps you will commit to taking over the next 3 weeks in order to anchor and pull into your reality the information you find valuable and applicable enough to want to integrate the knowledge into your daily life.

Childlike wonderment and fascination for all of life open the doors for rapid and sustainable learning and growth. Remain curious and fascinated about all of life as you hunt and gather those stepping-stones of knowledge that expand the best version of who you desire to be on this journey of life. – Lauren E Miller