

THE TOP 10 REASONS **NOT** TO LEARN

FROM THE WCU HR OFFICE OF TRAINING AND ORGANIZATIONAL DEVELOPMENT

The time is now to **BUILD** on excellence. You are a vital brick. We help provide the mortar. The following top 10 reason are **REAL**. Over the past ten years, this is what we have heard from WCU employees—either in their own words or actions—*Shocking but true!*

#1 I don't have the time.

So what we hear you saying is that you cannot carve out 30 minutes of time to choose a topic of interest that you can listen or watch at work or even at your leisure. 90% of our programs are virtual and focus on YOU—your leadership, your productivity, your relationships, your health, your happiness, and your career!

#2 I don't have a problem. I get my job done.

You don't need a problem to solve. Learning isn't always about "fixing" something or someone. By acquiring new skills and strategies today, you are better equipped for when change and challenges do occur. It is a matter of when, not if!

#3 I'll feel guilty if I take away time from the office. What will my co-workers think?

Feeling guilty for learning is like saying that you don't care about yourself or your future. If your co-workers are shaming you for taking time out to learn, then bring information back that will help them to grow. Only you can allow yourself to feel guilty.

#4 Why should I invest the time? It's not like I can get a raise.

While it is partially true, learning new things also make a darn good resume builder. In addition, when internal candidates plan ahead, put in the work, learn new things, and apply what they learn, they position themselves for success within the organization. It all starts with you. Need help charting your course? We can help!

#5 You can't make me.

Actually, yes we can—especially when it comes to your safety and you having the skills to do your job. In addition, many managers have begun to see the importance in continuous learning and has added "10 hours of learning a year" into employees' annual performance evaluations. Yours could be next. Plan now or it might be planned for you.

#6 I'm too old to learn new things.

So what you are saying is that your brain has ceased to function and is filled to capacity. You might have bigger problems than you might realize.

Scroll down ↓

THE TOP 10 REASONS **NOT** TO LEARN

FROM THE WCU HR OFFICE OF TRAINING AND ORGANIZATIONAL DEVELOPMENT

#7 Nothing will ever change... so why should I?

Whether you realize it or not, things are changing and will continue to do so. While you may be in denial or fighting to stay in your comfort zone, you may be a part of the problem. Use the numerous resources that will help you to bring about needed change. It could be as simple as learning how to best pitch an idea!

#8 My boss won't let me.

Then you are the exception! There is a policy in place that allows and encourages you to invest in yourself. Don't believe it? We'll send it to you. Even if there is a "fire" that comes up or you are in your peak processing time, most learning can be re-scheduled anytime. We are a learning organization and need to balance the work getting done with being ready for the new skills we will need to thrive in the future.

#9 I don't like learning new things. That usually means more work.

I'm sorry you feel that way. In an age where jobs are hard to come by, congratulations, there is plenty to go around here! Don't want to learn new things? There are plenty of people who do!

#10 What do they know that I don't already know.

Our learning instructors have been working in their field of expertise for a minimum of 10 years. They know what works and what doesn't work. Why not give them a chance to find out what you may not already know? Worst case scenario is that you'll gain a tip or strategy that might be able to help you or someone out. If we are to build on excellence, we all have to do our share of pulling together and creating new ideas and ways of doing business.

WCU HR Office of Training and Organizational Development

Training ▪ Retreats ▪ Coaching ▪ Consulting ▪ Online Learning

www.wcupa.edu/hr/training