Self-directed learning theory or a technique

I. Introduction

In these very demanding times where a person needs to work the extra mile just to attain success. This only means that it is only pure determination and faith are two of the most important traits that human should have. Determination in the sense that with obstacles ahead you should be determine enough to handle it no matter what and faith which is more of believing that you can do it and you can make a change not only for yourself but for the greater majority is enough to keep your life worthwhile.

That is why in this paper it will focus on the self-directed theory theories and techniques which mainly refers on how at the present people tend to become directing more on more themselves in order to succeed, because it is always right to think that we cannot ask for anyone just to make our lives work well, but it is always us that can provide the right direction, panning and implementation of the things that we need to do which should not only focus on providing good benefits for your self but also for the others as well.

The application of theories and techniques that affects personal human being as well as some conflicts will also be tackle in this paper; this is in order for an individual to effectively find the importance and benefit of implementing it the proper way. Important theories such as its usefulness of the important approaches and effective techniques such as individual study techniques, planning tools, etc. will be discuss in this paper which will clearly show that having a self-directed learning is a very important ingredient in human development.

In this paper it will also provide as to whom this approach is being applied, like in this paper it will show you why 90% of most adults use this approach in order to attain their specific goals. Part of the discussion will also cover the roles of educators and institution in order for the self-directed theory and technique is able to materialize and improve the way of life of every individual in this world.

II. Description of Self-directed Learning Theory and Technique

Some of the main reason why self-directed learning becomes popular to adults is because of the fact that for most of this people with the experiences and challenges they have faced in their lives, focusing on how they can improve life is always their main agenda and this is exactly what the theory is all about. Self-directed learning actually refers on how individual practice primary responsibility for planning, implementing and evaluating the effort that he has made in order to achieve certain foal in life. In other words, the theory empowers every individual to work their own way and be able to be successful in whatever way they think possible.

There are also some important aspects of the theory that will also help people what does self-directed learning is all about, and these are: (1) individuals are being empowered to take responsibility and be able to provide some efficient decisions along with it; (2) self-direction learning is only being considered as a continuing learning that every individuals must have in order to enhance their skill and knowledge in life; (3) it also refers to learning by isolating from others in order to find how an individual can really survive even without the assistance of others; (4) this is also an effective

way of transferring skills and knowledge to others which will be beneficial if applied well personally; (5) self-directed learning may also involve various activities such as: self-guided reading, participation in study groups, internship, electronic dialogue and reflective writing activities; and lastly, (6) for teachers, it can also be use as an effective way of guiding and teaching their students on the effectiveness of self-learning through programs such as open learning programs, individualized study options, etc. (Hiemstra, R, 1994).

Self-directed learning is obviously consisting of the right and applicable theories that can be applied to individuals and also the techniques or tools that will be helpful in accomplishing the goal. These are the primary components that are made up in the self-directed learning. Then it is the main responsible of this theory of self-directed learning is primarily the individual who are very determine and have faith on the effectiveness of self-directed learning, that it can improve their life for the better.

Another group that also made up of this self-directed theory are the growing professionals that are also needed in order to give necessary and effective advices for these individuals which will also help them align their beliefs and findings about the learning theory, because it does not mean that self-directed learning would only come from the person himself, but more importantly it needs to have some professionals that can help you work on it more efficiently and effectively.

Without the individual and their desire to improve their own selves definitely this theory will not be possible. It is important that the theory be applied in

the right manner and at the right time and this is made up of the professionals and finally, it is also made up of other academic experts who will make sure that the theory also applied the right way. This people are the ones who served as check and balance in the application of the theory.

But in terms of main responsible in this process of self-directed learning it is specifically the role of the educators and institutions that are greatly considered. Particularly for educators the following are their main responsibilities: (1) assist the learner to identify the statement point for the learning project and discern relevant modes, (2) encourage adult learners to view knowledge as truth as contextual, to see value frameworks as cultural constructs, (3) create a partnership with the learner, (4) be the manager of the learning process, (5) assist learners to acquire the needs assessment techniques necessary and appropriate, (6) encourage the setting of important objectives, (7) provide relevant examples, (8) makes sure that the learner is aware of the objective, (9) teach inquiry skills, (10) act as advocates for educationally underserved populations to facilitate their access to resources. (11) Assist in matching resources to the needs of learners. (12) Help learners locate resources, (13) help learners develop positive attitudes and feelings of independence relative to learning.

(14) Recognize learner personality types and learning styles. (15) Use techniques such as field experience and problem solving that take advantage of adults' rich experience base. (16) Develop high-quality learning guides, (17) Encourage critical thinking skills by incorporating such activities as seminars. (18) Create an atmosphere of openness and trust to promote

better performance. (19) Help protect learners against manipulation by promoting a code of ethics and lastly (20) behave ethically.

On the other hand, for the institution, the following are its main responsibilities: (1) have the faculty meet regularly, (2) conduct research on trends and learners' interests, (3) Obtain the necessary tools to assess learners' current performance and to evaluate their expected performance. (4) Provide opportunities for self-directed learners to reflect on what they are learning. (5) Recognize and reward learners when they have met their learning objectives. (6) Promote learning networks, study circles, and learning exchanges. Lastly, (7) Provide staff training on self-directed learning and broaden the opportunities for its implementation. (Lowry, C, n. d.).

When it comes to how much time does the theory can be applied, it actually depends on the individual and the technique that he or she will be applying which may also included how the individual's learning capacity. With the more determined and more focus the individual of absorbing and putting in mind all the learning needed, the better and earlier it will be for him or her to acquire self-directed learning. In addition, it is also very important that for every individual to learn adopting self-directed learning it also depends on the actual experiences that each of these individual has faced. Like for instance a manager for 25 years as against a newly graduated individual in college may be different as the learning curve of the latter will take such time as lack of personal experiences in the actual environment is not there.

III.	Comparison of the Technique/ Theory

Self-directed learning technique is primarily involve or made up of many important aspects which are very important for individuals since these are the tools or techniques that they need to use and apply in order to achieve self-directed learning. In the tools and techniques it actually made up of six main important tools and these are: (1) Planning tools, (2) Individual study techniques, (3) Personal reflection tools, (4) Individual skills development, (5) Group study techniques, and lastly is (6) Using the Educative community. For the first important tool planning tools, it is important that individuals who will be serious enough to apply self-directed learning into their life, it is important that they have the rights reasons and purpose why they need to do it.

This is in order for them to plan well. The following are some of the effective planning tools that are being applied: (1) the learning contract plan/ learning contract design, which entail a plan and personalize any learning experiences; (2) a self diagnostic form, which is however assess level of competence. (3) Self analysis as a learner, at this point there are self-administered instruments that is being applied: competencies for performing life roles, self-directed learning skills, and competencies for carrying out self directed learning projects. (4) Self Directed Learning Readiness Scale, primarily used to compare personal to the current norms. (5) Self-directed learning perception scale, which is used as a self-report instrument, to monitor the support of a self-directed learning environment that was prepared. (6) Self-rating on self-directed learning competencies, at this point the individual will formulate complete personal assessment like, self scored competency rating.

And the others also includes self assessment exercise, analyzing your thinking skills and intelligence types, determining your learning style, determining your teaching style, and determining individual change style and one tool use is constructing a GANTT chart. The second set of techniques used is what is called as individual study technique, it includes such tools like: mind of concept mapping, using probes in learning, vee diagramming, reading a journal magazine, learning from television, exercising, which is very important ion order for the individual to enhanced his or her self-directed learning skills and knowledge.

The other individual study techniques are, self education, analyzing your preferred learning environment, relaxation training, memory enhancement techniques, learning with computers, using self paced modules, using communication technology, self-directed learning modules, learning from your experiences, etc. For personal reflection tools however, the most prominent tool or technique applied here is journal diary technique and creating your personal philosophy statement, while for the fourth main technique, individual skill development, one of the most prominent too, used is improving your writing and lecturing skills, which can also include questioning skills.

And for the last two main techniques which the self-directed learning technique is made, which are again the Group study technique and using the educative community, the study group activity/ debate and community study are respectively the most commonly used tools applied. The main responsible of this theory of self-directed learning is primarily the individual

who are very determine and have faith on the effectiveness of self-directed learning, that it can improve their life for the better.

Another group that also made up of this self-directed theory are the growing professionals that are also needed in order to give necessary and effective advices for these individuals which will also help them align their beliefs and findings about the learning theory, because it does not mean that self-directed learning would only come from the person himself, but more importantly it needs to have some professionals that can help you work on it more efficiently and effectively. (Hiemstra, R, 2005).

IV. Evaluation on the Trend

Learning is truly an important part of human life it does not only provide satisfaction to some but also it also serves as encouragement to others to improve as well. Leadership is one of the most relevant topics that can be attributed to self-directed learning. For leaders, there are different learning orientations that he can apply based on the popular learning theories which should be applied appropriately.

The four different orientations are: (1) behaviorist, where leadership mainly based on the behavioral objectives that were taken from educational attainment or brought about by the influence of the environment. (2) Cognitive, where leaders focus more on the internal mental process and carefully evaluate needs through psychological analysis. (3) Humanist, is purely focus on the standard human needs, in order to fulfill fullest potential of its members, and lastly, (4) social or situational, this refers to leaders

whose learning mainly comes from close interaction with others and eventually learning their needs.

In relation to self-directed learning, this means that it is important that leaders themselves must not only apply the right tools and techniques but also should be able to use one of the four enlisted leadership learning orientation in order to be successful in leading a team. This is very important that leaders should be sensitive enough in understanding the need first and them apply or implement the right tool and learning orientation. (Smith, M, 1999-2003).

V. Conclusion

It is very clear in this study that self-directed learning is an effective way of improving not only personal identity, most specially behavior and attitude of an individual but more importantly a good encouragement for others to also look at how they can improve life. In this paper it provides a clear discussion on the theories and tools/techniques in self-learning that is very important in order to achieve success in self-directed learning. Lastly, it also it also explains that self-directed learning is very essential traits of a leader with the right learning theory orientation.