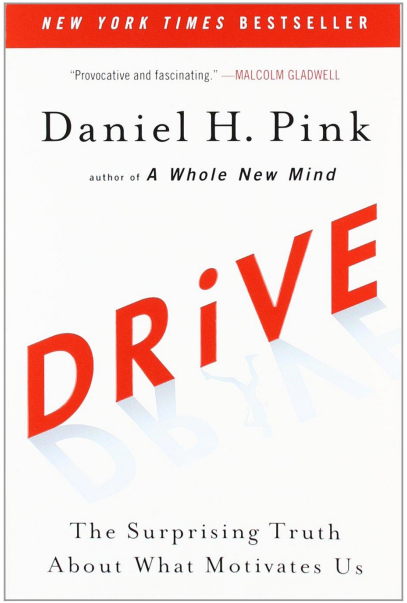
let's talk about

LEARNING BADGES

But first, a question.

Why do we learn?

Why do we do anything?



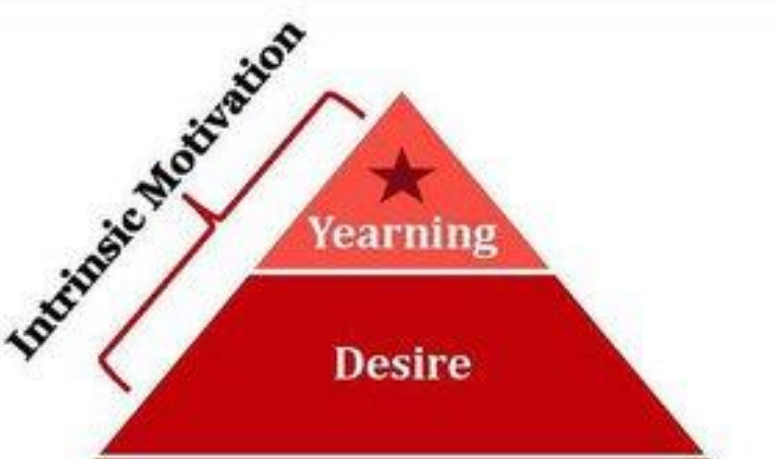
"Human beings have an innate inner drive to be autonomous, self-determined, and connected to one another. And when that drive is liberated, people achieve more and live richer lives."

-Daniel Pink, Author of *Drive*

When are we at our best?

"The best moments in our lives... usually occur if a person's body or mind is stretched to its limits in a **voluntary effort** to accomplish something difficult and worthwhile."

-Mihaly Csikszentmihalyi



Are we at our best when we learn?

...that depends.

This is why drive matters.

A tale of two Sam's.

A tale of two Sam's.

Which Sam creates more value?

$$\text{VALUE} = \frac{\text{Contributions}}{\text{Personal costs + supervisory costs}}$$

Which Sam creates more value?

$$\textbf{VALUE} = \frac{\text{Contributions}}{\text{Personal costs + supervisory costs}}$$

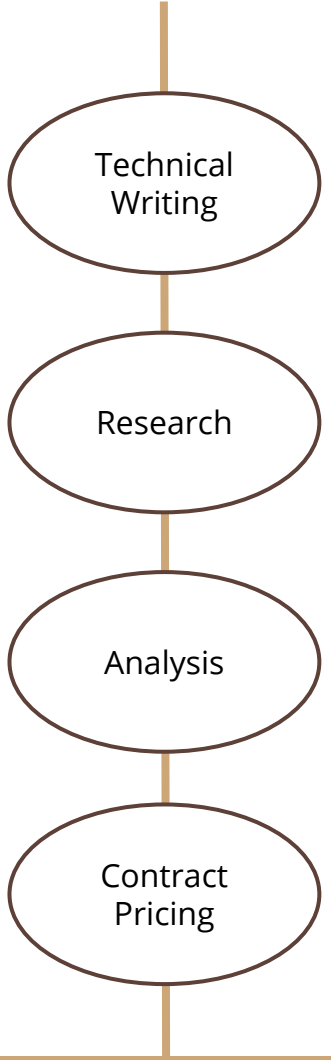
Value is a function of drive

VALUE = VALUE (DRIVE)

How do we create more driven employees?

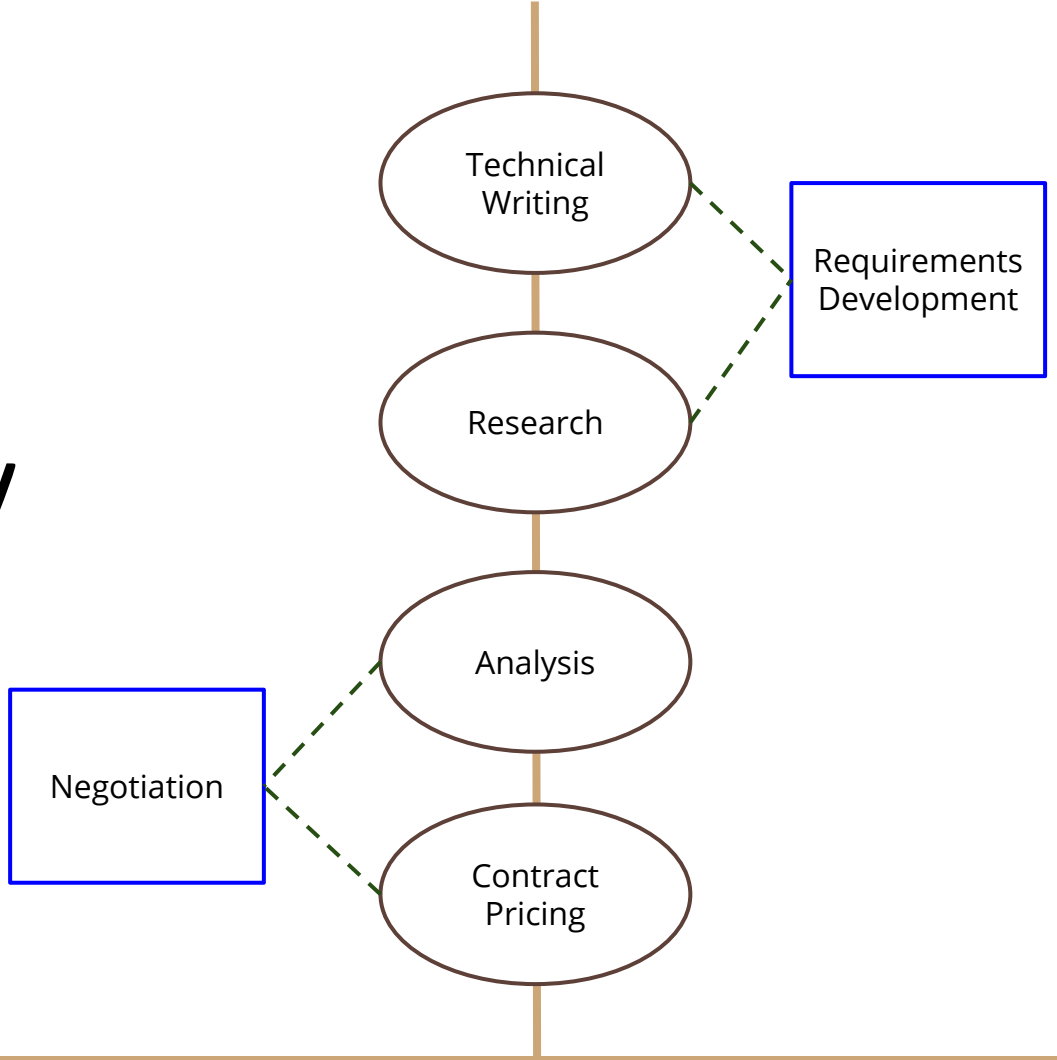
ALIGNMENT

Interests & Aptitude



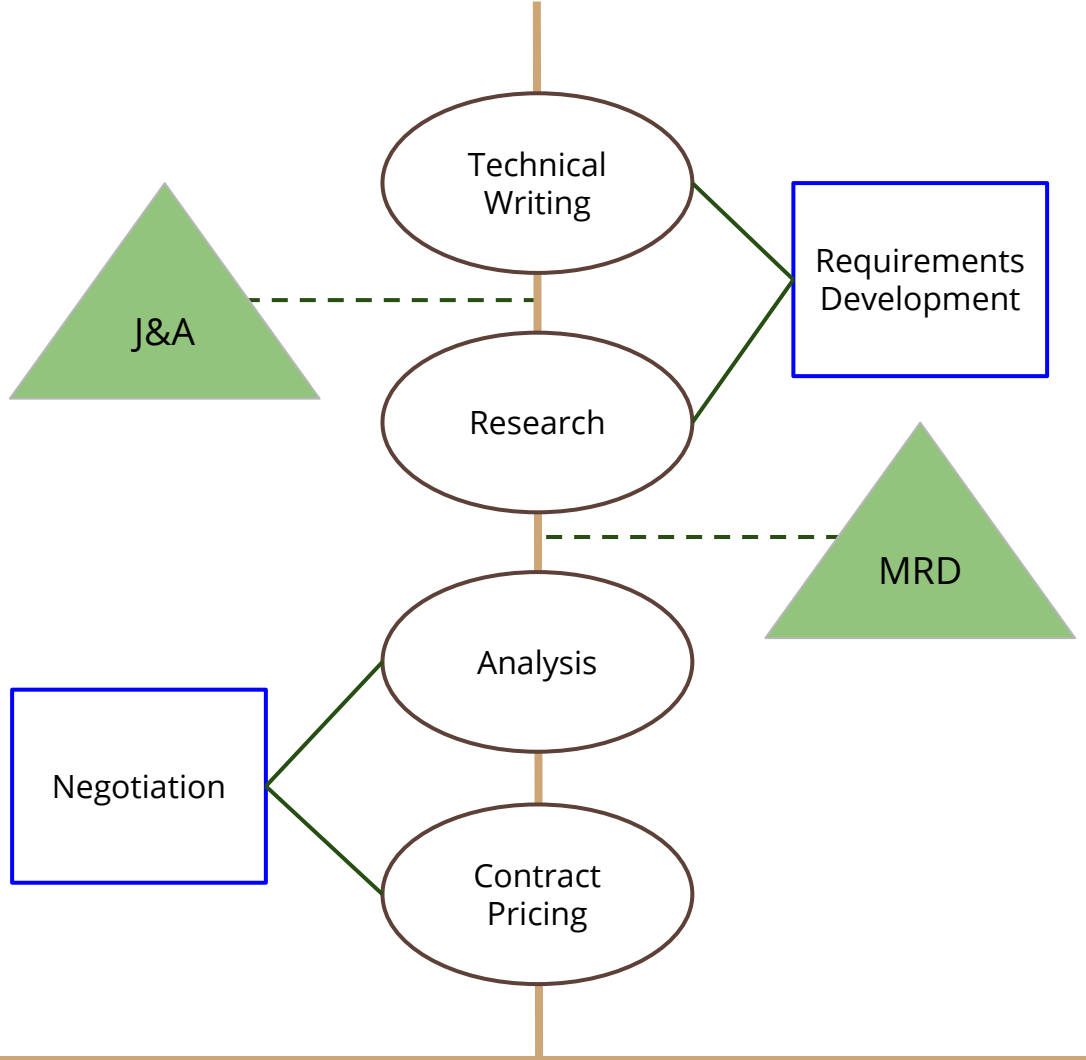
OPPORTUNITY

Job Roles & Work Experience



AUTONOMY

Voluntary Effort



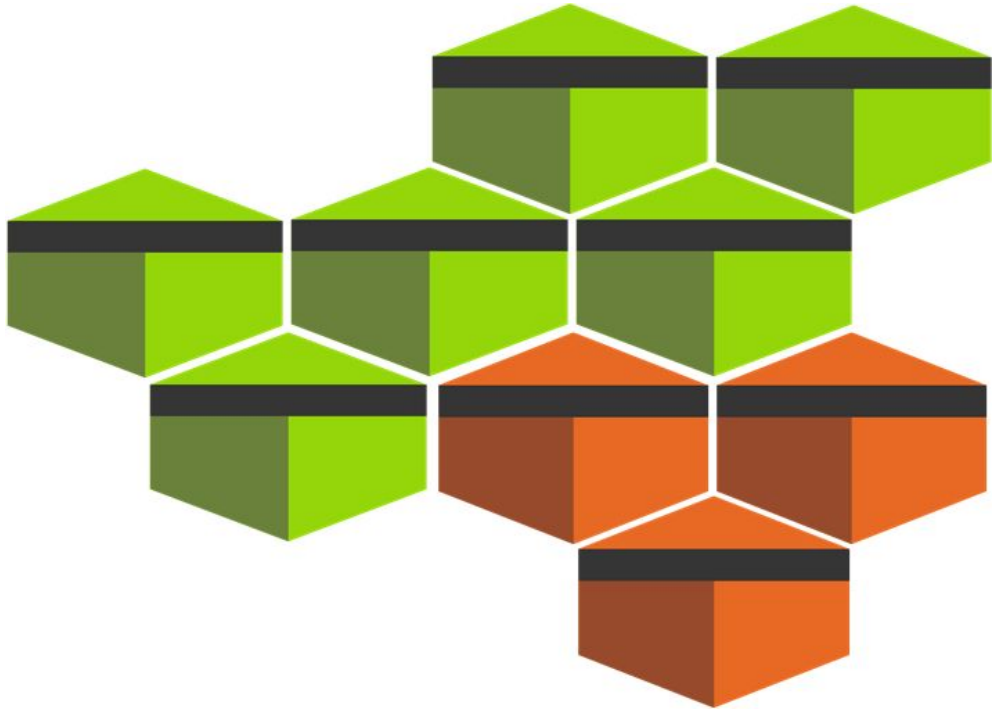
This is easier said than done, but it is critical.

Rethinking Learning

Do we learn what we're trained?

Or do we learn what we like?

The Case for Learning Badges



Why learning badges?

Three Key Benefits

Interoperable

Data-rich

Empirical

Interoperable

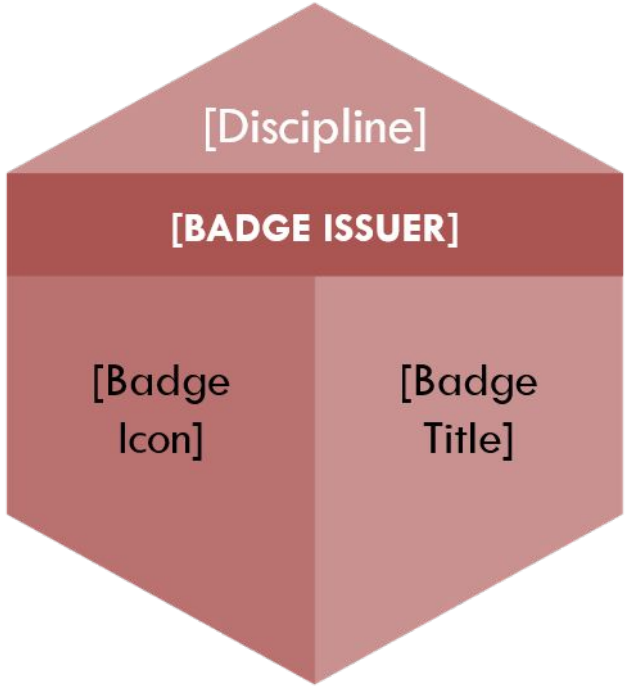
Data-rich

Empirical

Interoperable

Data-rich

Empirical



Interoperable

Data-rich

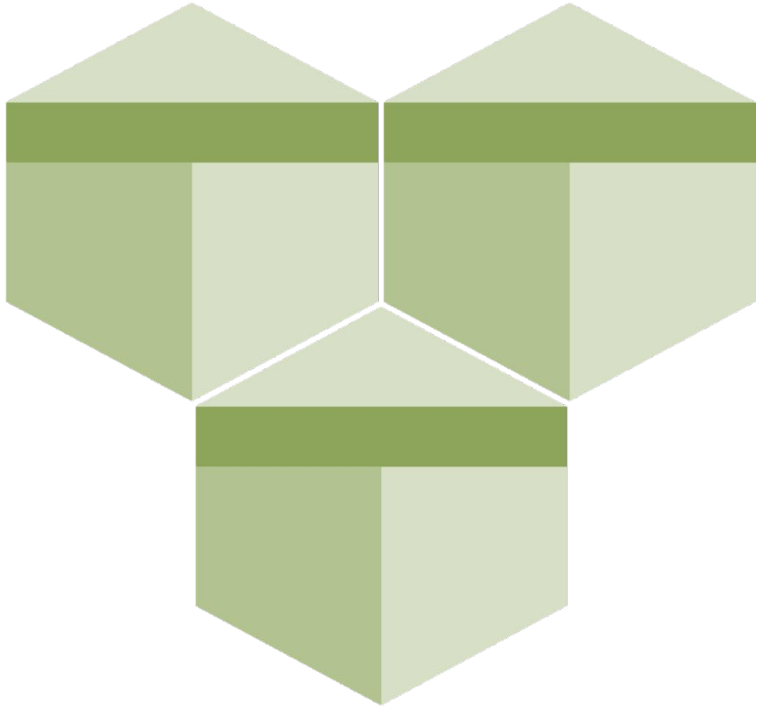
Empirical

Badges for DRIVE

Badge Clusters

Knowledge workers can pursue specialization in markets, professional skills, or competencies based on the requirements of their job.

This helps people identify their strengths and seek to add value in the best way possible.



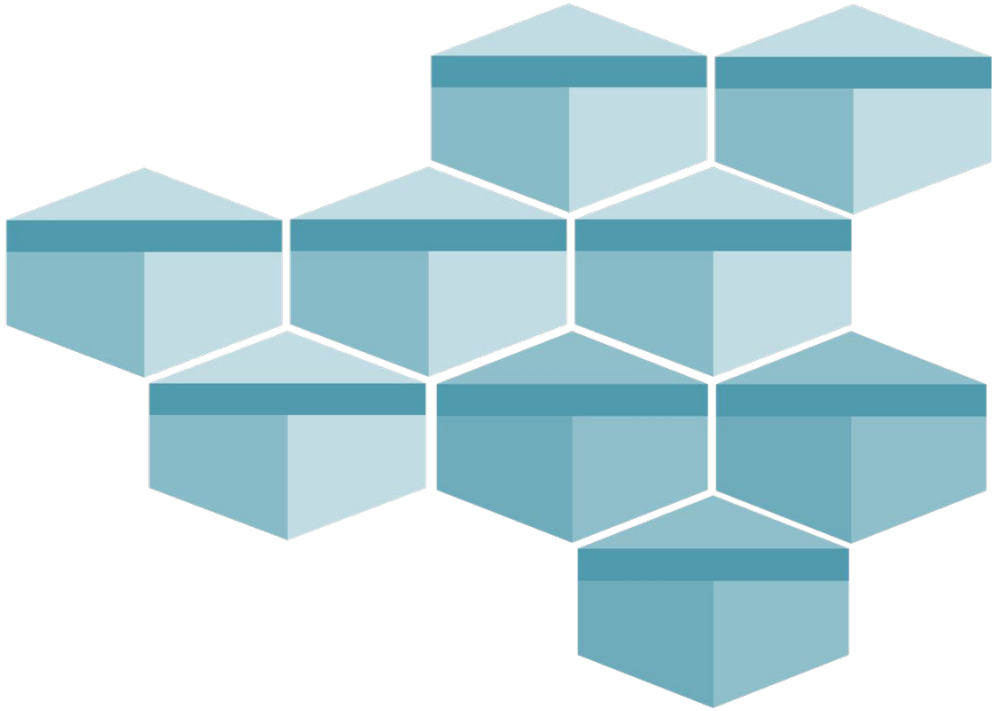
Go wide, deep, or high.

Pathways help professionals learn in ways that best support their on-job needs.

Wide: multiple experiences for new professionals

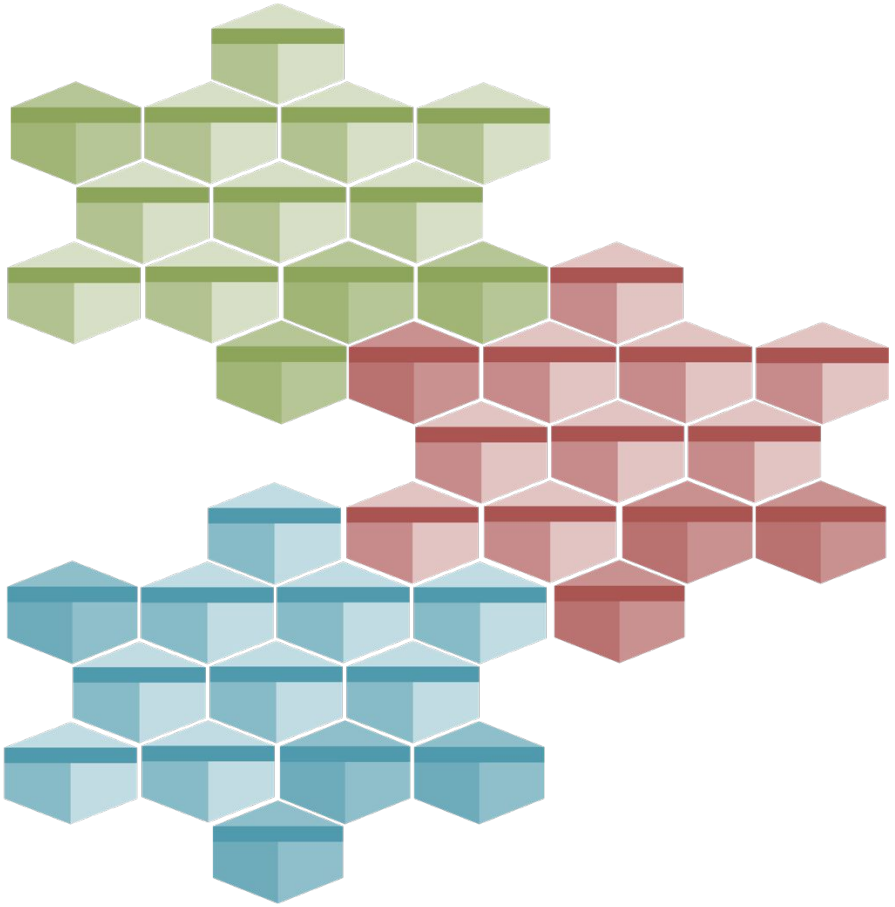
Deep: Specialization on a subject matter

High: Managerial & executive tracks



The New Resume

Demonstrated competency and skill representations enable hiring managers and supervisors to create more productive work environments where professionals are engaged in work that fosters intrinsic motivation and promotes drive.



frank@publicspendforum.net