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From the SelectedWorks of Terri A. Scandura

2002

Personal Learning Measure

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Available at: https://works.bepress.com/terri_scandura/16/
Lankau & Scandura (2002)
Personal Learning Measure

1. I have gained insight into how another department functions.
2. I have increased my knowledge about the organization as a whole.
3. I have learned about others' perceptions about me or my job.
4. I have increased my understanding of issues and problems outside my job.
5. I better understand how my job or department affects others.
6. I have a better sense of organizational politics.
7. I have learned how to communicate effectively with others.
8. I have improved my listening skills.
9. I have developed new ideas about how to perform my job.
10. I have become more sensitive to others' feelings and attitudes.
11. I have gained new skills.
12. I have expanded the way I think about things.

Items 1-6 represent the relational job learning dimension of personal learning

Items 7-12 represent the personal skill development of personal learning

Reference: