[draft] Learning Path Template

Remove this top section before publishing your path.

Learning Paths make it possible to learn something new and apply it on-the-job by curating bite-sized pieces of content, activities, and practice into routes to goals. Paths provide a more holistic, rather than one-off, approach to on-the-job learning. They smartly reuse the best content that already exists on EAC or the world-at-large and can grow and evolve over time.

Bootcamps are a great signature moment in any path. So if you are a bootcamp owner, you can likely fill in a path around that bootcamp without too much trouble.

Reach out to Erin Hauber to spar and proofread your path before publishing to the Design space.

Learning path checklist

- [ ] Copy this template to your space
- [ ] Do not delete the panel "How to use this path"
- [ ] Rename with your learning path goal. Use the same name for the "Learning Path Title" Examples of goals: Be a facilitation leader, Conduct generative research, Contribute to the ADG
- [ ] Write three learning goals and put them in the blue panel. Tips for writing learning goals.
- [ ] Complete the overview section so that someone can easily and quickly decide if they want to take the path.
- [ ] Complete "Engage with the Goal" section by substituting the word <topic> in the table with the topic of your path
- [ ] Complete the "Take the Path" section, making sure to include activities for the 4 key parts of a path: best practices, acquire skills, practice, and feedback. Make them task lists and action oriented like in the example below.
- [ ] Complete "Reflect on your Growth" section by substituting the word <topic> with the topic of your path
- [ ] Identify and recruit coaches for the path
- [ ] Add a unique label to your path and do not delete "design-edu" or "learning-path" labels. This way we can track who uses it, and if you want to add or modify the path after it has been published we can more easily notify people who have already started.
- [ ] Share your draft with Erin Hauber and other people you trust.
- [ ] Delete all the grey "helper" text in this template and delete this top section.
- [ ] Publish with other Learning Paths in the Design Space.

Guidelines for creating an achievable path

- **Create the minimum delightful experience**. Include only the activities and content needed to reach the goal. Completing a path should authentically prepare you for the goal, but it shouldn't feel like running the gauntlet.

- ***Curate*** **rather than create content.** Create new content, activities, and communities for this path only when existing content and classes from inside *and* outside of Atlassian just won't cut it. What's important when considering what to add to your path is whether you have personally experienced its value.

- **Be user-centered**. Fill a gap or need you see in the knowledge and skills of your teammates. If you write or talk about a topic frequently to others, or people come to you for advice and mentoring about that topic, then you've got a great start for a path. Seek contributions from or spar your path with other people who are experts on the topic to make sure the content, activities, and practice make it possible to achieve the goal.

DRAFT

Learning Path Title

Describe the commitments / investment required to complete this path at a high level, so someone could make a quick, but informed decision about whether this path is for them. *An example appears below...*

4 BOOTCAMP HOURS   **6** PRACTICE POINTS   **2** MANAGER / MENTOR SESSIONS

1/ Engage with the Goal

(Keep this paragraph as-is) Before starting on this path prepare yourself to achieve the goal. Spend 15–20 minutes answering the questions in the table below to document what you already know and can do on this topic, as well as what you think you need to know and be able to do. You will refer back to your answers as you complete the path as one way to measure what you've learned.

⌄ Table: what you know and need to know...

What you already know	What you need to learn
Describe what you know about <topic>. Include any experience you already have with <topic>.	*Describe what you need to learn about <topic>. What do you struggle to do or understand?*

Coaches for this path

Add the user logos of Atlassians who have agreed to coach people as they pursue this path

How to use this path

- Copy this page to your personal space.
- Keep it public and with its current labels in order to be notified if content changes or gets added.
- Share the page with your manager and/or mentor
- Fill in the path by completing each step
  1/ Engage with the Goal
  2/ Take the Path
  3/ Reflect on your Growth
- Give Erin Hauber feedback about how to improve this path

2/ Take the Path

Give any instructions or context necessary to take the path. Ideally most parts of a path can be completed in no particular order. If there are pieces that must be mastered before moving on to others, then make that clear. Also be clear when the learner will get the most out of reflecting on their growth. This reflection may happen more than once and/or at another point in time than at the end of a path. Here is an example of a **completed path**.

Section Title

Best Practices

Give context to your topic with examples of best practices i.e. a reading list, case studies with discussion questions, view an active virtual wall with sparring and feedback, a link to a HipChat room where people discuss and argue on the topic.

☐ Add task, activity, link to content, or practice *Make it actionable by including a link*

Acquire Skills

Add any recommended formal or informal training i.e. bootcamps, videos, online tutorials, meet-ups, tribes, university courses

☐ Add task, activity, link to content, or practice *Make it actionable by including a link*

Practice

What does someone need to do to apply their learning to their work? Offer ways to practice the topic on the job.

☐ Add task, activity, link to content, or practice *Make it actionable by including a link*

Feedback

Ask the learner to seek feedback on their practice i.e. schedule a coaching session, post work to a virtual wall, ask for feedback on work in a HipChat room

☐ Add task, activity, link to content, or practice *Make it actionable by including a link*

☐ **Reflect on your Growth** Discuss in a 30 minute 1:1 with your manager and/or mentor.

3/ Reflect on your Growth

(Keep this paragraph as-is) Spend 15–20 minutes answering the questions in the table below to reflect on what you are learning about and learning to do on this topic. Refer back to your answers when you first engaged with the path. How has your knowledge and ability in the subject changed and matured? What actions can and should you take to integrate these new skills into your day to day work? Book a 30-minute 1:1 to discuss your insights and actions with your mentor and/ or manager.

▾ Table: insights & actions

Insights	Questions	Actions
Compare Now to Then. *Review what said you know about <topic> and what you needed to learn at the start of this path. Compare what you wrote then to what you know and can do now.* *What has changed in your thinking and beliefs about <topic>? Been reinforced or grown in importance?*	**Identify unanswered questions** *Are your expectations getting met? What outstanding questions do you have about <topic>?*	**Make practice permanent.** *What are the actions you need to take in the next 30, 60 and 90 days to transform what you are learning and practicing about <topic> into habit?*