

# Encourage learning

Tags: Skills (<https://pluralsight.knowledgeowl.com/help/search?phrase=:Skills>)



Admin success center: Skills



Encourage learning

There are a multitude of ways to drive your organization to build better. Strike the balance of self-motivated learning and building a culture where learning is celebrated and allowed time, and you'll be on your way to technological transformation.

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### Who can use this?

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<u>Learners:</u>					
<u>Managers:</u>			✓	✓	✓
<u>Admins:</u>			✓	✓	✓

## Foster a culture of learning

A culture that supports skill development doesn't develop overnight, and it can't take root without buy-in. Remember [Joel Crabb's talk \(\)](#) from [Lay the groundwork](https://help.pluralsight.com/help/lay-the-groundwork) (<https://help.pluralsight.com/help/lay-the-groundwork>)?

Let your team know that they can skill up during work hours. Don't set a required minimum of learning time, but recognize publicly those who are making progress. Encourage them to download the [Skills mobile apps](https://www.pluralsight.com/downloads) (<https://www.pluralsight.com/downloads>) to help them maximize downtime, such as a commute. Send meeting invites for an hour a day or an hour a week so that time for learning is carved out on people's calendars.

Encourage your team's growth and engagement by letting them know about Skill IQ and Role IQ. You can share this [one-sheet](https://dyzz9obi78pm5.cloudfront.net/app/image/id/60cbf12d433499d3017b2512/n/know-where-your-skills-stand.pdf) (<https://dyzz9obi78pm5.cloudfront.net/app/image/id/60cbf12d433499d3017b2512/n/know-where-your-skills-stand.pdf>) with them to let them know how these tools work.

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# Recognize standout learners

Recognition's a great way to let your employees feel appreciated for their efforts. And with the rapid pace of technology change, their success is your success. You can customize this [email template](https://www.pluralsight.com/content/dam/pluralsight2/sdl-portal/pdfs/Plan_Administrator-Become_A_Power_Learner_Email.docx) ([https://www.pluralsight.com/content/dam/pluralsight2/sdl-portal/pdfs/Plan\\_Administrator-Become\\_A\\_Power\\_Learner\\_Email.docx](https://www.pluralsight.com/content/dam/pluralsight2/sdl-portal/pdfs/Plan_Administrator-Become_A_Power_Learner_Email.docx)) or [Powerpoint slide](https://s3-us-west-2.amazonaws.com/ep-aem-us-west-2/aem-assets/Plan_Administrator-Become_A_Power_Learner_Presentation.pptx) ([https://s3-us-west-2.amazonaws.com/ep-aem-us-west-2/aem-assets/Plan\\_Administrator-Become\\_A\\_Power\\_Learner\\_Presentation.pptx](https://s3-us-west-2.amazonaws.com/ep-aem-us-west-2/aem-assets/Plan_Administrator-Become_A_Power_Learner_Presentation.pptx)) to spread the word. Or recognize their achievements in 1:1s, all-hands, or what your employees would feel appreciated by.

You can also encourage your team to achieve relevant [certifications](https://help.pluralsight.com/help/prepare-for-certifications) (<https://help.pluralsight.com/help/prepare-for-certifications>), and recognize and reward those who do.

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# Make it a challenge

One of the most successful ways to engage your team in building important skills is to set up a few friendly competitions. There are so many ways you can turn our platform into even more of a challenge by setting goals—and maybe giving prizes if you want to take it a step further. Here are a few ways you can use [skills inventory analytics](https://help.pluralsight.com/help/inventory-analytics) (<https://help.pluralsight.com/help/inventory-analytics>) to challenge your team and create some fun at the same time.

From front-line managers to mentoring groups or even L&D initiatives, hosting events can be a great way to gain your employee's buy-in, improve psychological safety around knowledge gaps, and also get your learners learning. Try one of these ideas over lunch or a week, and see the results.

- Organize a [skill-up challenge](https://www.pluralsight.com/techskillsday/techskillsday-2020/digital-kit) (<https://www.pluralsight.com/techskillsday/techskillsday-2020/digital-kit>).
- Host a [lunch-and-learn](https://help.pluralsight.com/help/lunch-and-learn) (<https://help.pluralsight.com/help/lunch-and-learn>).
- Create a [company channel](https://help.pluralsight.com/help/add-members-business-channel#company) (<https://help.pluralsight.com/help/add-members-business-channel#company>) and add your team. Then, celebrate team members who finish first, or finish in the least amount of time.
- Set up challenges based on how many Skill or Role IQs your team members have taken, or by proficiency increased over time.
- See who can start on a path first, or finish a certain amount of paths in a set amount of time.
- Set up a competition on how many hours can your team log in 30, 60, or even 90 days.

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# What's next

**Know what's new.** Stay on top of what's new in Skills, skill up new team members, and get help when you need it.

## Skills leader resources

### Previous:

**Analytics 101**

(<https://help.pluralsight.com/help/analytics-101>)

Encourage learning

**Up next:**

Know what's new

(<https://help.pluralsight.com/help/know-whats-new>)

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If you need help, please email [support@pluralsight.com](mailto:support@pluralsight.com) () for 24/7 assistance.