Client: **Estee Lauder**

Project: **Learning Agility**

Module: **Demonstrates Learning Agility**

SCRIPT

Estimated Length:	5 min
Overall notes to client	Use tone of voice from previous ELC learning agility module.

I.   **Learning Agility Overview**

How can Learning Agility be beneficial to you? Learning Agility isn't defined merely as "being smart". It is the ability and willingness to learn from experience, draw realistic conclusions, and successfully apply that experience to perform well under new or first-time situations.

If you have greater learning agility, you are drastically more successful after you are promoted, than others.

Mastering learning agility will enable you to develop the skills that define a true and positive leader that can grow with Estee Lauder and make our company great.

II.   **Understanding Self Awareness Launch Page**

Self awareness is crucial to learning agility. Why is this important for you?

Self awareness is the ability to know yourself, understand your impact on others, and being open to making changes in your behavior without getting defensive.

People who are self aware are driven by the need to constantly improve themselves and thrive off of feedback. If you're able to be self aware, when you're presented with a challenge, you should be able to find something to take away from that situation.

Self-awareness allows you to be very tuned into your strengths, weaknesses, mistakes and shortcomings, while not using that knowledge to beat yourself up.

By investing time and energy into personal growth and development, this will allow you to reflect on your decision making skills, and articulate the reasons behind your actions.

III.   **Understanding Mental Agility Launch Page**

Mental agility is not only about being intellectual, it is about being intellectually curious.

Being mentally agile will give you a broad range of inquisitiveness. You will see everything as a gateway to learning something new.

If you have a problem to solve, a broad perspective will empower you to make connections more easily, discover the parallels to other things in life, and see common themes. All of this will help you get to the core meaning of a problem quickly.

Complexity won't be a problem for you. When you have strong mental agility, it will be easier for you to excel in extracting the right details and condensing them down into something understandable.

IV. Understanding People Agility Launch Page

Do you ever struggle with relating to people in the workplace? People Agility is a necessary skill to develop to succeed in this area.

Individuals who are people agile are open, curious, and flexible when relating to others. In order to communicate well in different situations and have the best outcome for everyone involved, it's important to anticipate how others might react or respond.

If you can master people agility, you'll learn how to be open, curious and flexible when relating to others.

Instead of being critical, judgmental, or escalating conflict, you will be respectful of others with differing opinions. This will help you to have a positive impact on others and in people's development and success.

V. Understanding Change Agility

Do you struggle with change? Or are you comfortable with it? In either case, change agility is a tool you can use to constantly see ways to improve in every aspect of life, be it something very small or something that is a game changer.

In a new situation that arises, are you ever asking why and why not?

Asking those types of questions shows that you are open to change.

Being willing to give everything a try, even if you might fail is a great skill to have. Trial and error is all a learning process here and mistakes are not seen as failures.

Although you might thrive on experimentation, it's important to recognize that change can be a lonely place. Learning how to balance objectivity and empath to help manage other's discomfort with change will benefit you in the long run.

VI. Understanding Results Agility

Are you a team player? Do you work well on your own? Results agile individuals work well on their own and with a team. Having this skill will allow you to go above and beyond at work.
When coming across an obstacle, you are extremely resourceful and know that in order to accomplish extraordinary things, you must really push yourself.

You're never focused on taking credit; you understand that being successful in the workplace means building the best team to get the job done.

You tend to exude a lot of confidence, which helps your coworkers feel confident as well.

Anytime you've reached a goal, you're always looking forward to the what you can accomplish next.