

As a team, rate yourselves on the SMART Learning 4.0 qualities and practices. Then create a Future Vision of the team operating at peak learning. If yours is a new team, then each team member can share your ratings of past team experiences.

### The SMART Learning 4.0 Qualities

<b>SMART Learning 4.0 Qualities.</b> <i>The qualities below enable SMART 21st Century learning by individuals and teams. How does your team rate?</i>	<b>Rate your experience with this or past teams on a 0–7 scale (0=low, 7=high)</b>
<b>Imagination.</b> We have a collective vision and sense of the future we want to create. If we drew it independently, our visions of team success would be similar.	
<b>Whole Brain/Whole Body.</b> Team members bring their full capacity, energy, emotions, intelligence, capabilities to our work together. We support each other's physical and emotional wellbeing and engagement.	
<b>Self-Transformation.</b> We expect each other and the team to learn and change as we work together. Personal change and openness to learning is supported not seen as a weakness.	
<b>Deep Learning.</b> Together, we look beneath the surface to find deeper meanings and patterns in data, experiences, and our own thoughts and actions.	
<b>Anywhere/Anytime.</b> We are sensitive to learning opportunities as they arise. Members of our team often question and are curious, finding new insights even when doing routine work.	
<b>Smart Use of Information.</b> We find the best information for our needs. We see through manipulation, biases and perspectives that are intended to influence our decisions and actions.	
<b>Resource Versatility.</b> We process information from many sources even when it doesn't fit our learning styles or functional thinking preferences.	
<b>Change Agency.</b> As a team we are change agents. We bring our learning and plans successfully into the real world.	
<b>Co-Evolution with Technology.</b> We welcome new technologies, are quick to use them, and we rapidly develop the advanced skills for being technology's master rather than its servant.	
<b>Shared SMART Learning.</b> We support each other's learning and development mastery. We learn and explore well together, without individuals having to "know it all."	

## The 7 SMART Learning 4.0 Practices

<p><b>The 7 SMART Learning 4.0 Practices.</b> The practices are the “How To’s” of SMART learning for today’s individuals and teams. How does your team rate?</p>	<p><b>Rate your experience with this or past teams on a 0–7 scale (0=low, 7=high)</b></p>
<p><b><i>Tune to Calls to Learn.</i></b> Members of our team are aware of our own and others’ learning priorities. We notice changes in our current environment and challenges that are on the horizon. We talk about opportunities to learn, whatever their source.</p>	
<p><b><i>Create Future-Pull.</i></b> Our team members have a shared vision of what we will create together. As part of that vision, we know what skills individual members bring and what each of us wants to learn while working with the team.</p>	
<p><b><i>Search Far and Wide.</i></b> We look for the best information to support our opinions and learning. We aren’t limited to readily available information or information that agrees with our views. We use scanners to find the best resources and we divide the search work to increase our effectiveness.</p>	
<p><b><i>Connect the Dots.</i></b> We organize our resources (connect the dots) to achieve our goals. We have a master plan and timeline for performance and learning actions that is open to change as we learn.</p>	
<p><b><i>Mine for Gold.</i></b> We are competent users of information. We are curious, present to learn, and respect others’ viewpoints. We watch out for fool’s gold of misinformation and we look for deeper connections and insights.</p>	
<p><b><i>Learn to Last.</i></b> We support each other in achieving the four learning outcomes: remembered information, new skills, upgraded attitudes and beliefs, and creative insights. We help one another use advanced learning practices that are based on findings from brain science and psychology.</p>	
<p><b><i>Transfer to Life.</i></b> We understand that change initiatives often fail because habits or conditions in the environment interfere. We help each other transfer learning to life by supporting one another in habit changes and in retooling the environment. We are allies and celebrate successes in support of new values, behaviors and results.</p>	

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Your team is a living entity capable of higher levels of self-motivation, creativity, performance, and learning than individuals alone. Based on your insights from above....

What are your team's strengths?

What are areas to develop as you work together on your next project?