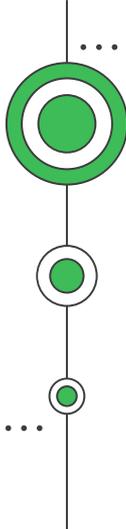


# Using a Learning-Themed Retrospective

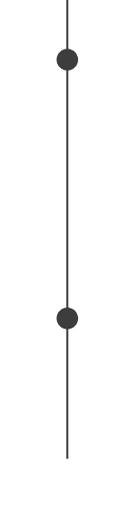
to strengthen learning culture  
& reduce learning debt

Kristen Foster-Marks  
Pluralsight Technology Center of Excellence

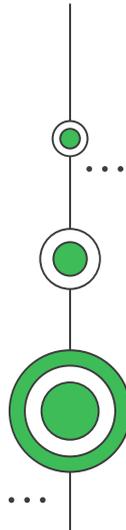


# The Argument

In order to avoid the accumulation of **learning debt** that can result from both **individually-held beliefs** & **unhealthy team learning cultures**, leaders need to proactively foster a **healthy team learning culture**.



...



# The Context



tech skills  
shelf life

...



work / life  
balance

...



developer  
satisfaction

...

# Beliefs about Learning



beliefs about  
upskilling

beliefs exist on a  
truthiness spectrum

beliefs impact how  
engineers learn

# Learning Culture



beliefs manifest through  
learning culture

learning cultures affect  
learning engagement

# Learning Debt



**“It’s Like Coding in the Dark”:**  
*The need for learning cultures within coding teams*

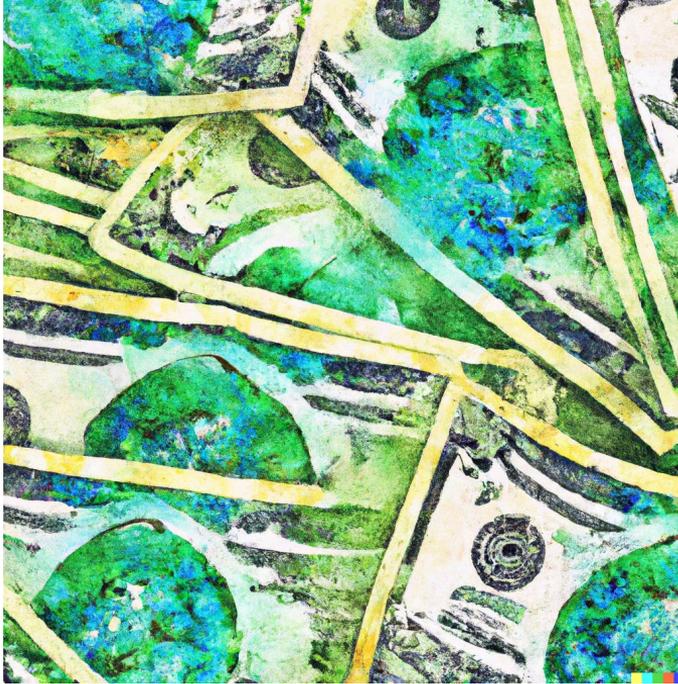
Catherine Hicks  
Catharsis Consulting  
2022

a cumulative  
failure to support learning

...

investment in long-term  
understanding is  
disincentivized

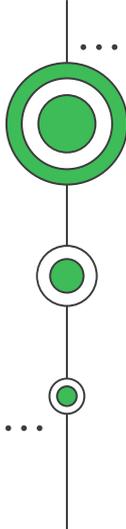
# Learning Debt



unhealthy  
learning cultures

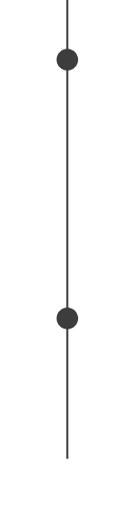
falsy  
beliefs

build-up of  
learning debt

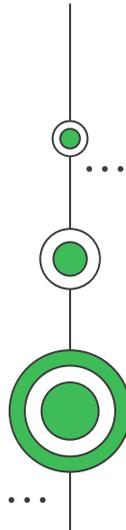


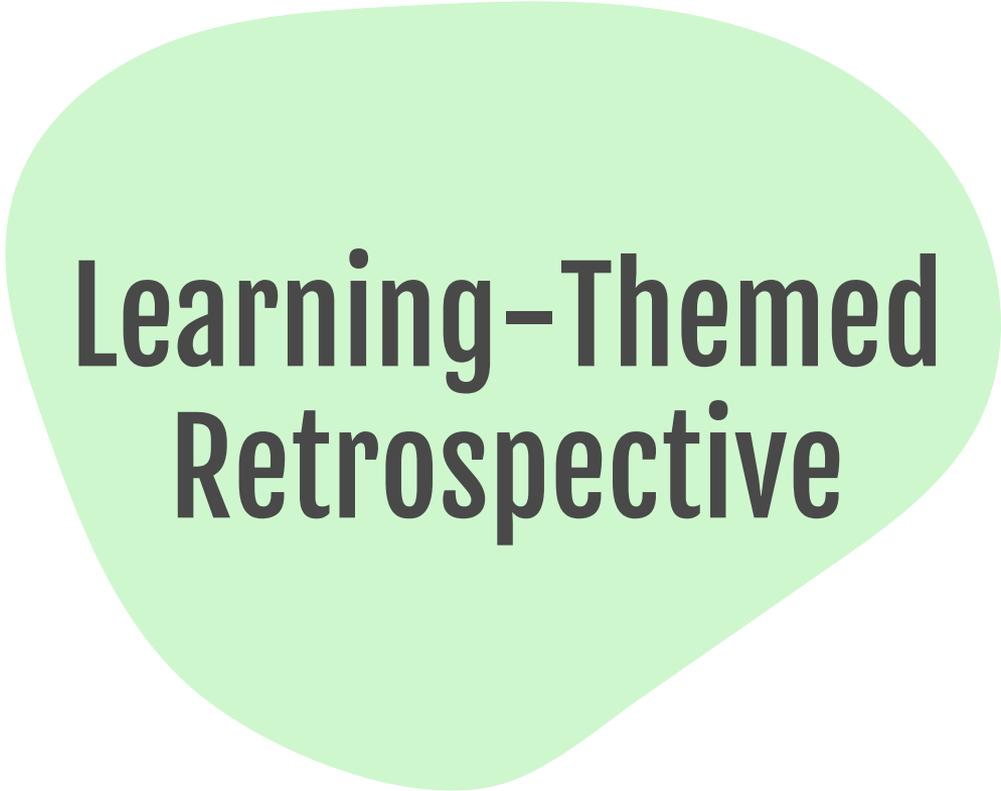
# The Argument

In order to avoid the accumulation of **learning debt** that can result from both **individually-held beliefs** & **unhealthy team learning cultures**, leaders need to proactively foster a **healthy team learning culture**.



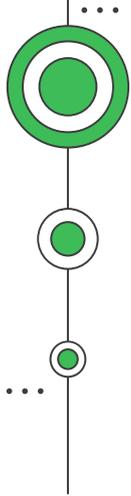
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# Learning-Themed Retrospective





What is something  
you've tried but "failed" to learn  
outside of work?

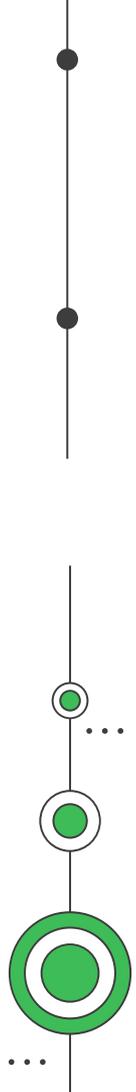
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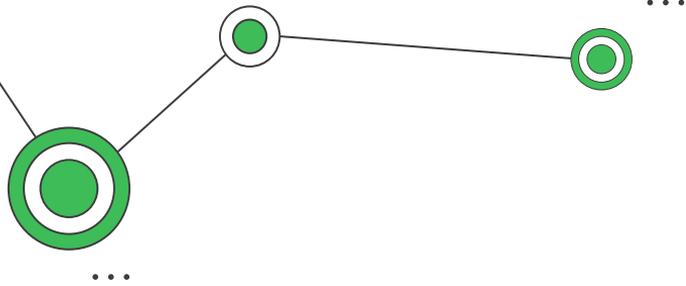




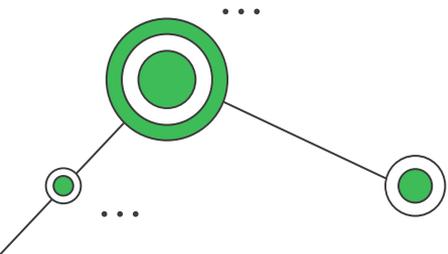
# Code Writers as Learners

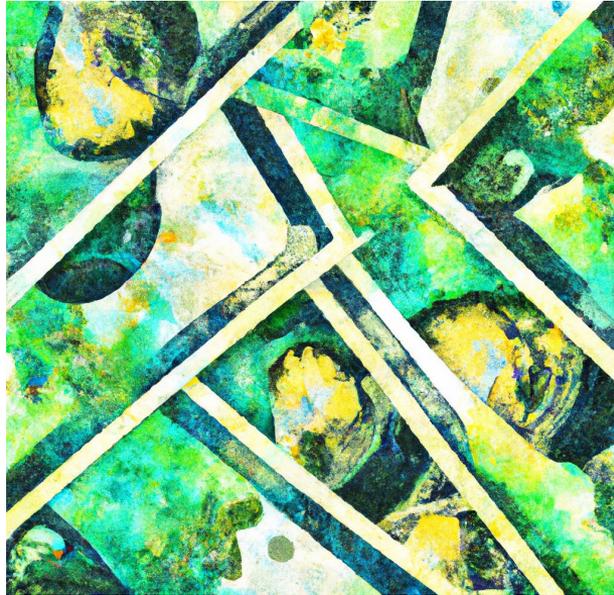
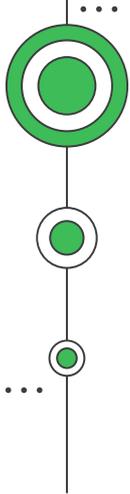
Beliefs, Learning Culture  
& Learning Debt



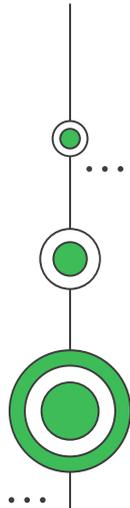


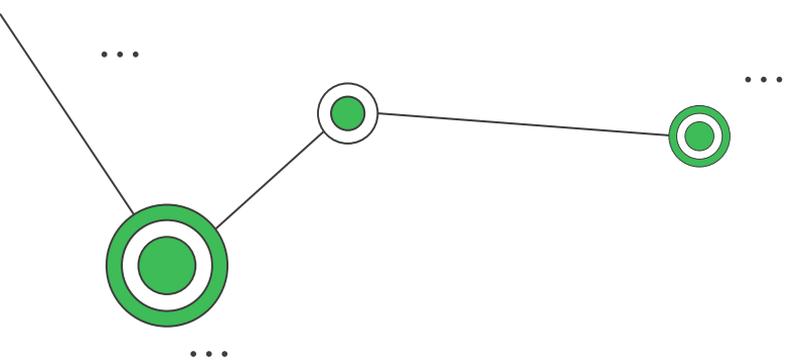
“hundreds  
of thousands of lines  
of production  
Python code”



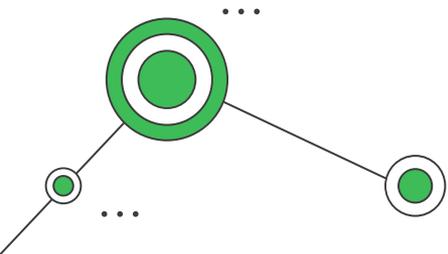


...





Think about a time you needed to learn something **for work**, but never ended up learning that thing.



# the five whys

**Q1:** *Why didn't I end up learning this thing?*

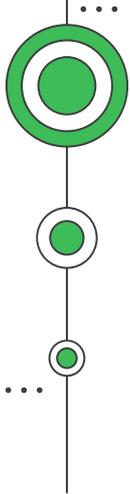
**A1:** *I didn't feel comfortable asking for upskilling time.*

**Q2:** *Why didn't I feel comfortable asking for upskilling time?*

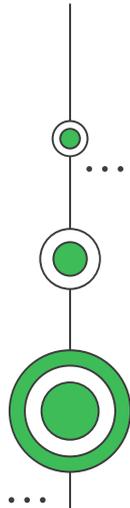
**A2:** *I considered being hired a "gift" and didn't think I should use company time for focused upskilling.*

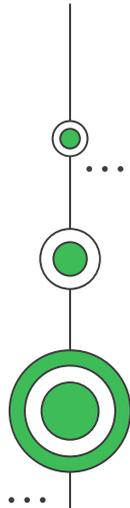
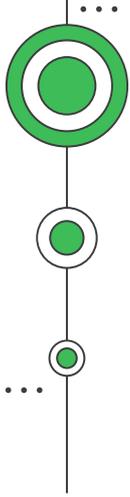
...





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# What We Learned



our  
experiences  
were shared

...



on-the-job  
learning  
is hard

...



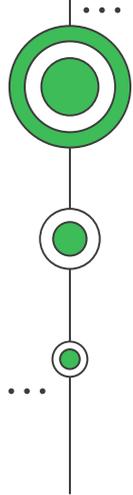
successful  
learning  
strategies

...



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10	11	18	14	110	29
211	29	20	27	20	38

riurh



[bit.ly/LearningRetro](https://bit.ly/LearningRetro)

...



# Thank you!

**Kristen Foster-Marks**  
*Technical Lead*  
*@ Pluralsight Technology Center of Excellence*

