# THE FIND YOUR GRIND LOGIC MODEL
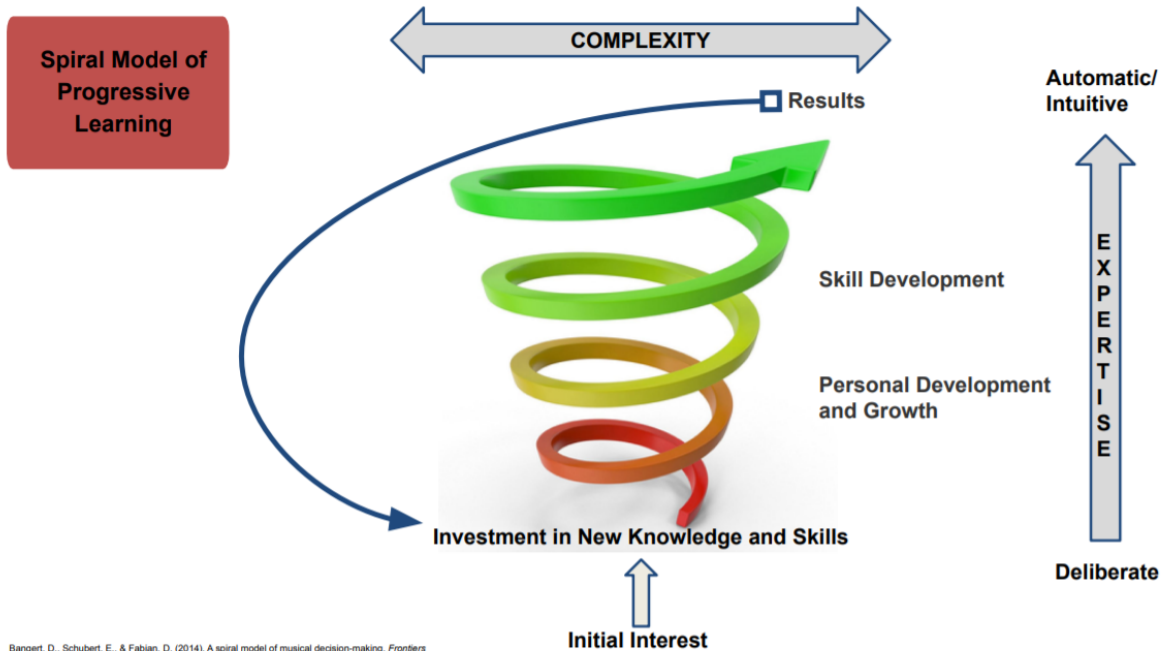
Part 1: Progressive Learning Cycles

Any student who decides to pick up a guitar, crochet hook, or coding manual has engaged in an unwritten contract to try and do something new they've never done before, despite challenges they may face. Of course, many amateur guitar players give up before they even master their first chord, and many experienced coders grow weary of their field eventually. The question of what sustains intellectual engagement can be answered, in part, by cycles of progressive learning.

Acquiring a new skill is exciting at first - that initial strum of the guitar, after positioning your fingers on the strings just right. You feel your skills growing, and that initial burst of excitement sustains you to keep practicing as you develop your newfound asset. As you generate results, you reinvest in your own growth and continue to attempt more challenging skills. The guitar player who needed visual cues and extra effort to get the right chord configuration can eventually play without looking, or seemingly thinking too much about what their hands are doing. If, on the other hand, you find subsequent tasks too challenging or not challenging enough, you may find yourself less and less motivated to reinvest. At this point, your asset begins to deplete as you stop investing time and effort in practicing the guitar and start forgetting the basics you had learned.

Basic Dynamics of Asset Growth
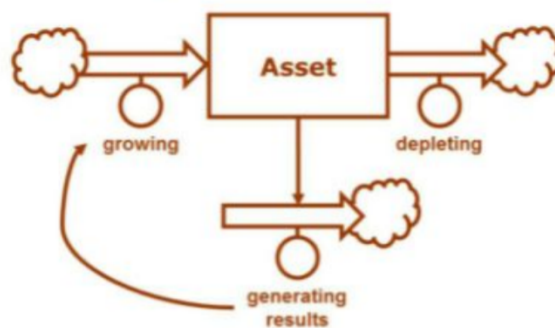
One way to visualize this process of growing and depleting assets is by picturing a spiral. If you are highly motivated, receiving positive feedback, and consistently overcoming challenges, your spiral will grow in an upward motion. If, on the other hand, you are not reinvesting in skills and finding your talents depleting faster than they are growing, you will experience a neutral or even downward spiral and likely give up on the activity. Much like the aforementioned guitar player who began to play freely and automatically over time, those who do choose to continuously reinvest in their own skills will tackle increasingly complex tasks, gradually becoming more intuitive and automatic as they go.

Spiral Model of Progressive Learning

COMPLEXITY

Results

Skill Development

Personal Development and Growth

Investment in New Knowledge and Skills

Initial Interest

Automatic/Intuitive

EXPERTISE

Deliberate

Bangert, D., Schubert, E., & Fabian, D. (2014). A spiral model of musical decision-making. *Frontiers in Psychology, 5.* https://doi.org/10.3389/fpsyg.2014.00320

Progressive learning cycles can help us understand how individuals gain expertise in a certain skill or asset, but how does all this connect to the lofty goal of preparing Gen Z for the future of work? By connecting progressive cycles of learning with Social Cognitive Career Theory, a model of career exploration emerges that can move and grow with the rapidly changing world of Gen Z.