# Learning Needs Analysis

### Benefits

* To identify and prioritise learning goals and objectives, plan and evaluate learning
* Optimal learning
* Avoid needless repetition of known material
* Save time, energy, and expense for learners
* Increase motivation to learn
* Identify the knowledge gap
* Improve learner insight
* Promote self-directed life-long learning

### Method for assessing a learning need

* Informal conversations
* Structured interviews
* Focus groups e.g., Case discussion Groups
* Self-administrated questionnaires
* Assessments, tests
* Observations, e.g., Peer Review
* Documentations e.g., Multi-Source Feedback surveys
* Clinical Audit

### Technique

* Create the right setting
* Collect data about the learner
* Collect data from the leaner, personal reflection, prompting questions
* Prioritise needs
* Define interim goals, outcomes, research resources and options
* Plan the learning
* Time frame for review and next learning plan

### Prompts for learning needs assessment or interviews

* What do you find most difficult in your position on a day-to-day basis?
* Which areas of your practice are you most confident in?
* Which areas are you less confident in?
* Which areas are you least confident in?
* When you read the patient’s chart or medical record, what diagnoses, investigations or treatments do you wish you understood better?
* What problems do your patients present that you have difficulty dealing with?
* Have you encountered any near misses recently?

### Current learning needs as highlighted by any of the above methods

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