



How you make sure your co-workers make time for New Heroes

Do you get the feeling your co-workers just don't have time to fit New Heroes into their busy schedules? You've just arranged all those wonderful courses for you co-workers, but it's all just being postponed. We've seen it before. In fact, even our own New Heroes team has difficulty squeezing in one hour's worth of learning into our busy schedules sometimes. But, we've taken a good look at ways our team – and yours – can make our online courses part of every-day life. And we're happy to share with you what we've come up with!

Encourage your co-workers to do a little bit every day

To make sure personal development of your co-workers doesn't get swamped by deadlines, it is important that they set time aside to work with New Heroes. Naturally, it's not really very realistic to cram for an hour and a half on a Friday afternoon. We get that. Time is scarce and blocking that much of it only results in it being one of the first things to scrap, whenever they see themselves running behind schedule. So, advise them to plan ten or fifteen minutes each day, preferably early in the morning or right after lunch.

Indeed, our learning journeys are ideal to be done in between other activities. All courses are divided up in short, little chunks. We also want your co-workers to get away from their computer screens. It is important that whatever is learned gets put into practice and is reflected upon. And, guess what: shorter learning blocks are perfect for that!

Emphasize that learning is not an obligation

The term 'sick from school' didn't get invented just like that. Since the time we were very young, we have looked at learning as an obligation. We *had* to go to school and in the evening we *had* to do our homework. And this did in no way influence our attitude toward learning very positively. Because, ultimately, anything that obligatory can count on a reduced level of intrinsic motivation.

New Heroes has a different approach. Learning to play a new musical instrument or getting the hang of a new sport we see as fun and exciting. And New Heroes should be seen as a fun challenge – to allow co-workers to improve the quality of their work and lives, experience less stress, communicate better or never miss a deadline again. And if they really do not want to start a learning journey, that's fine too. Allow them a day off from New Heroes as well. And this way, the learning journey becomes a fun challenge and not an obligation.

Reward your co-workers

By mailing your co-workers about their HeroPoints each time they complete a new level, we are already rewarding them. But you too, as a manager, can reward or compliment them, whenever you notice they have completed a new learning journey. In fact, this is very helpful in the development of co-workers. If you're not sure how to do this, we do have a learning journey that will help: [Learning Journey The Power of Compliments!](#)

Let them set long term goals

We try to help your co-workers with this in our New Heroes dashboard; setting long term goals. What do you want your co-workers to achieve? This can be aimed at a specific learning journey or very general; for example: 'communicating better with colleagues'. With each learning journey, your co-workers can specify another sub-goal; for example: 'learning to better deal with critique'. By aligning and setting overall goals, you and your co-workers will maintain a helicopter view and you both will know in which direction co-workers are developing.

Let your co-workers choose their own New Heroes spot.

Our learning journeys are full of practical assignments. In addition, co-workers are expected to reflect on their feelings and expectation. And that can get pretty personal. Possibly not every one of your co-workers will (always) have the opportunity to work on an online course at home. In those cases, co-workers can use a quiet spot at work to do so; a place with enough privacy to do Video Response Training without the feeling that others are listening in. We call this 'Hero Space'. A number of our clients already work with these quite successfully.

Are some of your co-workers still having difficulty arranging their time properly? Then we would recommend learning journey ['Time Management'](#)!