

THE EXTRA POINT

BY JERRY ROBERTS



1717 “Know-it-all” vs. “Learn-it-all”

Have you ever worked with a person who would be described as a “know-it-all”? Many of us have. A popular way of describing this kind of individual is someone who may be knowledgeable but often lacks humility and the ability to engage in constructive dialogue. They have to be seen as an authority figure. I’m Jerry Roberts, and let’s talk about it, and maybe a different path to take. That’s next on the Extra Point.

As stated, many of us have worked with folks who can be described as a know-it-all. No matter what you come up with, they seem to know about, and maybe more than you, or at least they might try to make you think they do.

There is another type of person, who sees things a bit differently. This is your “learn-it-all.”

In today’s fast-paced, ever-evolving world, the distinction between being a “learn-it-all” and a “know-it-all” has never been more significant. While a know-it-all often projects an air of confidence and certainty, this attitude can stifle personal growth and collaboration.

In contrast, adopting a learn-it-all mindset opens doors to new opportunities and deeper connections with others.

A know-it-all tends to view knowledge as a fixed asset. They believe they have all the answers, making them less receptive to new ideas or perspectives. I mean, if I already know it all, what could I possibly gain by listening to you?

This attitude can create friction, as team members may feel dismissed or undervalued.

On the other hand, a learn-it-all embraces the idea that knowledge is dynamic and ever-changing. They approach challenges with curiosity and an open mind, recognizing that there is always more to learn. This mindset not only enhances their own skill set but also encourages and inspires those around them.

When team members see someone genuinely interested in learning and growing, it promotes a culture of curiosity and working together. I want to hear what you have to say.

Moreover, the learn-it-all mindset is essential for adapting to change. In a world where technology and best practices evolve rapidly, that’s a big deal.

Learn-it-alls become lifelong learners who seek out experiences that challenge their viewpoints, ultimately making them more resilient and versatile.

Another critical aspect of being a learn-it-all is humility. Acknowledging that one does not have all the answers opens us up to other people. We come off as more human.

This humility can lead to deeper relationships, as colleagues feel more comfortable sharing their own knowledge and experiences. This mutual respect and understanding can drive exceptional teamwork.

I’ve been around both “species” in my time. The know-it-all can be a pain-in-the-butt, but are also a source of entertainment, because a lot of people are waiting for them to mess something up. When they do, they often hear about it. Learn-it-alls aren’t usually the source of similar criticism.

So, which is it for you: The know-it-all, or the learn-it-all?

That’s the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I’m Jerry Roberts.

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