

# THE LEARNING VELOCITY AUDIT

*Measuring the Speed of the "Unlearn" in your Human Skills Stack.*

In 2026, expertise has a half-life. Your team's only sustainable edge is its Learning Velocity—the speed at which it can identify a failed approach, unlearn the habit, and pivot to a new solution. This audit measures the structural and biological friction preventing your team from moving into the Momentum Zone.

**1 - Very Seldom <---> 5 - Very Often**

## The Safety Ceiling (Biological Readiness)

*Focus: Is the environment designed for the Parasympathetic state (Creativity) or the Amygdala Hijack (Survival)?*

- The "Beginner" Signal: How often do leaders publicly demonstrate a "Growth Mindset" by admitting they are learning a new domain (e.g., AI integration) from scratch?
- The Error Response: When a mistake occurs, does the system default to "Who is responsible?" (Fixed/Survival) or "What is the data telling us?" (Growth/Momentum)?
- The State Check: Are meetings characterized by "Polite Silence" (Freeze response) or by high-trust conflict where ideas are challenged without ego?

## The Pivot Speed (Operational Agility)

*Focus: The efficiency of the "Unlearning" loop.*

- The Unlearn Protocol: Does your team have a formal "To-Stop" list to actively kill legacy processes that no longer serve the 2026 strategy?
- The "Yet" Buffer: Is the language of "not mastered yet" embedded in project reviews, or is failure treated as a final verdict on capability?
- Domain Transfer: Is the team encouraged to "copy-paste" the growth mindset behaviors they use in their personal hobbies into their professional workflows?

## The Talent Infrastructure (Systemic Momentum)

*Focus: Moving from "Expert Bottlenecks" to "Autonomous Agility."*

- The "Smartest Person" Trap: Is your expert's "Fixed" knowledge a bottleneck, or does your "Human Skills Stack" distribute wisdom autonomously?
- Learning Transfer: Is there a frictionless mechanism for a lesson learned in one department to become a performance upgrade for the entire company?
- Agility over Pedigree: Are you hiring and promoting based on "Innate Talent" (Fixed) or the demonstrated ability to adapt and relearn (Growth)?

### **Total Score: /45**

- **36–45: The Momentum Architect.** You're "unlearning" faster than the market is changing.
- **23–35: The Legacy Leader.** Strong expertise, but the "Survival Zone" is creating friction.
- **Below 23: The Bottleneck.** Your "Fixed" culture is a structural risk to execution.

**Stop Defending. Start Engineering.**

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