



# My Hyper-Learning Journal

Activities for Adapting  
to the Speed of Change

Edward D. Hess



This Journal is meant to accompany Ed Hess's new book *Hyper-Learning*. There are two ways to use this Journal and either way works fine. You can print the Journal and add your notes and responses to it on a daily basis as you read through the book or you can type your notes directly into the pdf file. If you choose to enter your notes into the pdf file, simply click on the blue box below each activity and start typing. You can partially complete an entry and return at a later date to complete it if you like or you can completely change your notes. The pdf file will hold your place and allow you to enter text whenever you like. You can add more text than the box can hold—the pdf will automatically add a scroll bar to allow you to scroll down and see your notes that extend beyond the physical boundaries of the blue box. A printed version of your completed Journal will only show text that is visible within a box. Acrobat isn't able to print text that is beyond the physical size of the box.



**BK**

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Hi,

I'm ed hess, author of *Hyper-Learning*, the companion book for this Journal. Thank you for your interest in my work. I want the book to be not only a great read but also a joyous learning experience. That is why I created *My Hyper-Learning Journal* for you.

*Hyper-Learning* is a learn by doing book. Making meaning of the concepts and research findings is mission critical to being able to operationalize your learning through your behaviors. The purpose of this Journal is to help you do that by giving you the space to write down and frequently return to your reflections, workshop responses, and goals.

Doing so will help you incorporate your learning into your New Way of Being.

Here are some suggestions for getting the most out of this Journal:

- Start everyday by reviewing your Journal. Make it a daily practice. This will help keep you focused on behaving in your desired ways throughout each day. Don't just critique yourself—feel good about your progress daily. Give yourself a little hug. The key to improving is deliberate, daily practice and self-grading.
- As you progress on your Journey toward Hyper-Learning, continue making notes in this Journal—you may change your approach based on feedback. Make your Journal a living document that is your roadmap to a meaningful life, meaningful relationships, and meaningful work.
- As you work through your Journal, you will find that it's helpful to take breaks to let your learnings sink in. Find your balance. It may be working through two chapters and then taking a good break so you can come back refreshed. This Journey is not a race. It is more like a marathon.

So, let's jump right in.



## P R O L O G U E

# How to Adapt to the Speed of Change



Refer to page 4 of *Hyper-Learning* and please write down what Harari's words "reinvent yourself again and again" mean to you.

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# CHAPTER 1

## Achieving Inner Peace



Refer to the Reflection Time questions on pages 26 and 27 of *Hyper-Learning* and please write down your responses here.



## Chapter 1: Achieving Inner Peace



Refer to the Reflection Time questions on page 34 of *Hyper-Learning* and please write down your responses here.



## Chapter 1: Achieving Inner Peace



Refer to the Reflection Time questions on pages 36, 37, and 38 of *Hyper-Learning* and please write down your responses here.

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## Chapter 1: Achieving Inner Peace





## Chapter 1: Achieving Inner Peace



Refer to the Reflection Time exercise on page 41 of *Hyper-Learning* and please write down your response here.



## Chapter 1: Achieving Inner Peace



Refer to the Reflection Time questions on pages 52 and 53 of *Hyper-Learning* and please write down your responses here.

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## Chapter 1: Achieving Inner Peace



Refer to the Workshop: Create Your Daily Intentions on pages 55 and 56 of *Hyper-Learning* and please write down your responses here.



## Chapter 1: Achieving Inner Peace



## CHAPTER 2

# Adopting a Hyper-Learning Mindset



Refer to the Reflection Time questions on page 63 of *Hyper-Learning* and please write down your responses here.



## Chapter 2: Adopting a Hyper-Learning Mindset



Beginning on page 65 and through page 87 of *Hyper-Learning*, I asked you to place checkmarks by statements that resonated with you. I invite you to bring together all your checkmarks here so that you have your key statements in one place to be able to use to create your Hyper-Learning Mindset.

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## Chapter 2: Adopting a Hyper-Learning Mindset



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## Chapter 2: Adopting a Hyper-Learning Mindset



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**Break Time**

Now might be a good time to take a break!





## Chapter 2: Adopting a Hyper-Learning Mindset



Refer to the Workshop: Your Why on pages 87 and 88 of *Hyper-Learning* and please write down your responses here.

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## Chapter 2: Adopting a Hyper-Learning Mindset



Refer to the Workshop: Defining Your Hyper-Learning Mindset on pages 88, 89, and 90 of *Hyper-Learning* and please write down your responses here.



## Chapter 2: Adopting a Hyper-Learning Mindset



## CHAPTER 3

# Behaving Like a Hyper Learner



Refer to the Workshop: Identifying Hyper-Learning Behaviors on pages 93 through 98 of *Hyper-Learning* and please write down your responses here.



## Chapter 3: Behaving Like a Hyper Learner



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## Chapter 3: Behaving Like a Hyper Learner



Refer to the Reflection Time questions on pages 98 and 99 of *Hyper-Learning* and please write down your responses here.

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## Chapter 3: Behaving Like a Hyper Learner



Refer to the Reflection Time exercise on page 105 of *Hyper-Learning* and please write down your responses here.



## Chapter 3: Behaving Like a Hyper Learner



Refer to the Reflection Time questions on page 109 of *Hyper-Learning* and please write down your responses here.





## Chapter 3: Behaving Like a Hyper Learner



Refer to the Reflection Time exercise on page 118 of *Hyper-Learning* and please write down your responses here.



## Chapter 3: Behaving Like a Hyper Learner



Refer to the Workshop: Hyper-Learning Behaviors Diagnostic on pages 119 through 131 of *Hyper-Learning* and please write down your responses here.



## Chapter 3: Behaving Like a Hyper Learner



## Chapter 3: Behaving Like a Hyper Learner



## Chapter 3: Behaving Like a Hyper Learner



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**Break Time**

Consider taking a break to let the Behaviors exercises you just reviewed settle into your brain. Chapters 4 and 5 are personal stories written by executives. They will share with you the behaviors they needed to change or improve and their approaches to doing so. It's best to be rested and energized going into them because there is so much learning in each of them.



## CHAPTER 4

# The Susan Sweeney Personal Transformation Story



After reading Susan's story, refer to the Reflection Time questions on pages 150 and 151 of *Hyper-Learning* and please write down your responses here.

What do you think? A good story?

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## Chapter 4: The Susan Sweeney Personal Transformation Story



1. Please make a list of Susan's discussion topics (from her topic headings).







2. For each topic, please reflect on what you learned with the following questions:
  - a. Do you have the same issues Susan had?





b. Why did she want to change?

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c. How did Susan change?

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d. Is this something you want to change?

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e. How will you do that?





3. What Quiet Ego practices does Susan use?

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4. What Quiet Mind practices does Susan use?





5. What Quiet Body practices does Susan use?

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6. What Positive Emotional State practices does Susan use?





7. What are your top three takeaways?

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8. What did you think about her discussion about love (platonic)  
in the workplace?



## CHAPTER 5

# The Marvin Riley Personal Transformation Story



After reading Marvin's story, refer to the Reflection Time questions on pages 160 and 161 of *Hyper-Learning* and please write down your responses here

1. What do you think?





2. What resonated with you?





### 3. Why did Marvin Change?



## Chapter 5: The Marvin Riley Personal Transformation Story



4. What did he want to change about himself?





5. How did he go about doing that?







6. I believe Marvin's story contains some fundamental principles about how to achieve Inner Peace. Do you agree or disagree? Why?





7. What are those fundamental principles?





8. How is Marvin working on having a Quiet Ego? Quiet Mind?

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9. What role do daily practices play in Marvin's life?





10. Why are practices important?



## Chapter 5: The Marvin Riley Personal Transformation Story



11. I believe Marvin is a Hyper-Learner. What evidences that in his story?





12. What does he do to continually learn?



## CHAPTER 6

# Humanizing the Workplace



Refer to the Reflection Time exercise on page 168 of *Hyper-Learning* and please write down your responses here.





## Chapter 6: Humanizing the Workplace



## Chapter 6: Humanizing the Workplace



Refer to the Reflection Time questions on page 171 of *Hyper-Learning* and please write down your responses here.



## Chapter 6: Humanizing the Workplace



## Chapter 6: Humanizing the Workplace



Refer to the Reflection Time questions on page 172 of *Hyper-Learning* and please write down your responses here.





Refer to the Workshop: SDT Assessment on page 175 and the SDT Manager Assessment on pages 176 and 177 of *Hyper-Learning* and for each direct report please summarize the steps you will take to remedy the deficiencies or opportunities that the Diagnostic illuminated for you. And I suggest you hold yourself accountable by grading yourself here as you put in place your improvement program. Please write down your responses here.

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## Chapter 6: Humanizing the Workplace



## Chapter 6: Humanizing the Workplace



Chapter 6: Humanizing the Workplace





## Chapter 6: Humanizing the Workplace



## Chapter 6: Humanizing the Workplace



Refer to the Reflection Time questions on page 184 of *Hyper-Learning* and please write down your responses here.



## Chapter 6: Humanizing the Workplace



## CHAPTER 7

# Creating Caring, Trusting Teams



Refer to the Reflection Time questions on page 191 of *Hyper-Learning* and please write down your responses here.



## Chapter 7: Creating Caring, Trusting Teams



## Chapter 7: Creating Caring, Trusting Teams



Refer to the Reflection Time questions on pages 195 and 196 of *Hyper-Learning* and please write down your responses here.

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## Chapter 7: Creating Caring, Trusting Teams



## Chapter 7: Creating Caring, Trusting Teams



Refer to the Reflection Time questions on pages 198 and 199 of *Hyper-Learning* and please write down your responses here.

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## Chapter 7: Creating Caring, Trusting Teams



Refer to the Workshop: Building the Tower of Care and Trust on pages 200 to 202 of *Hyper-Learning* and please write down your responses here.



## Chapter 7: Creating Caring, Trusting Teams



Refer to the Reflection Time questions on pages 202 and 203 of *Hyper-Learning* and please write down your responses here.

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## Chapter 7: Creating Caring, Trusting Teams



## Chapter 7: Creating Caring, Trusting Teams



Refer to the Workshop: Your Personal Caring, Trusting Team Behaviors Checklist on pages 203 and 204 of *Hyper-Learning* and please write down your responses here.

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## Chapter 7: Creating Caring, Trusting Teams



## Chapter 7: Creating Caring, Trusting Teams



Refer to the Workshop: Team Rules for Collaborative Engagement on page 204 of *Hyper-Learning* and please write down your responses here.



Chapter 7: Creating Caring, Trusting Teams



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**Break Time**

Creating caring, trusting teams is so important. I recommend you take a break before moving on to chapter 8. Let your learnings from chapter 7 be your focus for a day or so.





## CHAPTER 8

# Having High-Quality, Making-Meaning Conversations



Refer to the Reflection Time questions on page 206 of *Hyper-Learning* and please write down your responses here.

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## Chapter 8: Having High-Quality, Making-Meaning Conversations



Refer to the Workshop: Preconditions for High-Quality, Making-Meaning Conversations on pages 209 through 211 of *Hyper-Learning* and please write down your responses here.

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Refer to the Workshop: High-Quality, Making-Meaning Conversations in the Workplace on pages 211 and 212 of *Hyper-Learning* and please write down your responses here.



## Chapter 8: Having High-Quality, Making-Meaning Conversations



Refer to the Reflection Time questions on page 213 of *Hyper-Learning* and please write down your responses here.



## Chapter 8: Having High-Quality, Making-Meaning Conversations



Refer to the Reflection Time question on page 217 of *Hyper-Learning* and please write down your response here.



## Chapter 8: Having High-Quality, Making-Meaning Conversations



Refer to the Reflection Time questions on pages 218 and 219 of *Hyper-Learning* and please write down your responses here.

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## Chapter 8: Having High-Quality, Making-Meaning Conversations



Refer to the Reflection Time exercise on pages 222 and 223 of *Hyper-Learning* and please write down your responses here.



## Chapter 8: Having High-Quality, Making-Meaning Conversations





## Chapter 8: Having High-Quality, Making-Meaning Conversations



Refer to the Workshop: Hyper-Learning Teams on pages 225 and 226 of *Hyper-Learning* and please write down your responses here.

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Chapter 8: Having High-Quality, Making-Meaning Conversations



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### **Break Time**

Chapter 9 is full of learning, templates and the tools that EnPro Industries uses to enable Hyper-Learning. To optimize your learning, I recommend you have a good break before starting that chapter and another good break after to let the learnings in it be your focus before moving on to chapter 10.



## CHAPTER 9

# EnPro Industries: Enabling the Full Release of Human Possibility



Refer to the Reflection Time questions on page 229 of *Hyper-Learning* and please write down your responses here.





Refer to the Reflection Time exercise on page 231 of *Hyper-Learning* and please write down your responses here.





Refer to the Reflection Time questions on page 232 of *Hyper-Learning* and please write down your responses here.





Refer to the Workshop: EnPro CEO Speech on pages 233 through 236 of *Hyper-Learning*. Read the speech then refer to the Reflection Time questions on pages 236 and 237 and please write down your responses here.

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Refer to figure 2 and the questions that follow it on page 238 of *Hyper-Learning* and please write down your responses here.

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Refer to figure 3 and the questions that follow it on page 239 of *Hyper-Learning* and please write down your responses here.

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Refer to figure 4 and the questions that follow it on page 239 and 240 of *Hyper-Learning* and please write down your responses here.

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Refer to figure 5 on page 240 and the questions at the top of page 241 of *Hyper-Learning* and please write down your responses here.

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Refer to figure 7 and the questions that follow it on page 241 of *Hyper-Learning* and please write down your responses here.



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**Break Time**

There is so much to absorb from the EnPro story, I suggest you move on to chapter 10 after you take a long break.



## CHAPTER 10

# Hyper-Learning Practices



This chapter offers you lots of ways to improve your Hyper-Learning skills. As you read through these pages, I invite you to make notes of what ideas, tools, or templates you want to embrace and then use this Learning Journal to record your progress. This chapter will be with you for quite a while because I am offering you a large number of different ways to improve. That is why you have a lot of blank pages for this chapter.



## Chapter 10: Hyper-Learning Practices



Refer to the Reflection Time exercise on page 253 of *Hyper-Learning* and please write down your responses here.



## Chapter 10: Hyper-Learning Practices



Refer to the Reflection Time questions on pages 255 and 256 of *Hyper-Learning* and please write down your responses here.

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## Chapter 10: Hyper-Learning Practices



## Chapter 10: Hyper-Learning Practices



Refer to the Reflection Time exercise on page 259 of *Hyper-Learning* and please write down your response here.





## Chapter 10: Hyper-Learning Practices



Refer to the Reflection Time questions on page 261 of *Hyper-Learning* and please write down your responses here.

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## Chapter 10: Hyper-Learning Practices



Refer to the Reflection Time questions on page 264 of *Hyper-Learning* and please write down your responses here.



## Chapter 10: Hyper-Learning Practices



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## Chapter 10: Hyper-Learning Practices



## Chapter 10: Hyper-Learning Practices



## CHAPTER 11

# The Adam Hansen Personal Transformation Story



After reading Adam's story, refer to the Reflection Time questions on pages 288 and 289 of *Hyper-Learning* and please write down your responses here.

1. A fabulous inspirational and aspirational story—do you agree or disagree? Why?





2. How does Adam's use of prototypes fit with the scientific method that we discussed in chapter 10?





3. Is doing a prototype the same as doing an experiment to learn?

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4. How does Adam's having "rich conversations" fit with what you learned in chapter 8?





5. In my talks with Adam, he said something that was an eye opener for me:

**“Doing prototypes is a way to create content to have rich conversations.”**

What does that mean to you?





6. What did Adam's fear of the "risks of omission" mean to you?  
What is he afraid of?

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7. If Adam fears missing something, does that make it easier or harder for him to be open-minded? Curious? Willing to listen to different opinions?





8. How does Adam view questions?





9. Do you agree that Adam has laid out for us a nice approach to finding joy in the new, the different, and the unknown?





10. Please summarize that approach. What will you adopt?

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11. Could his approach help you be a Hyper-Learner?

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12. If so, how are you going to behave in order to do that?

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ed's thoughts:

Isn't it **WONDERFUL** that you have started on your Journey to becoming an excellent Hyper-Learner?

The Journey is a life-long journey and with the right Mindset and the right Behaviors and with the use of the right Daily Practices you will continue to improve forever. **YES!**

My experience in helping people embrace this Journey is that it is a **JOYOUS JOURNEY**.

Savor your improvements each day. Embrace and accept your mistakes and get to work on improving those areas. No one reaches perfection.

By following the approach in *Hyper-Learning*, you are embracing a **New Way of Being** and a **New Way of Working** that is liberating and that will magnify your Inner Peace and your ability to have meaningful relationships and meaningful work.

Those are the common learnings from Susan's, Marvin's, and Adam's stories and my experience, as well as the experiences of many other people who have joined me on this Journey.

I invite you to follow The Hyper-Learning website @ [www.edhess.org](http://www.edhess.org). There I will publish new articles and offer you the opportunity to join (at no cost) Virtual Zoom Chats that I will host beginning in the Fall of 2020.

**From my heart to your heart, with a BIG HUG, I wish you all the best,**  
**ed**



I would like to express my heartfelt thanks to my publisher, Berrett-Koehler, for enthusiastically embracing the concept of creating this Learning Journal for you.