

ADULT LEARNING PRINCIPLES QUICK REFERENCE

Global vs. Specific



Global

- Prefer learning by observing the larger picture
- Learn in chunks
- Are holistic



Specific

- Sequential Learners
- Logical & Stepwise
- Prefer presentation in linear and orderly manner
- Instructions in steps

Learning Style Modalities

Visual - Learn through seeing



Things to add to training...

- Handouts
- Wallcharts with quotes
- PowerPoint™ Slideshow
- Color Participant Guides
- Flipcharts with key content
- Draw icon, graphic, symbol activities
- Flipchart activities & present back
- Suitable Pictures & Graphics
- Flowcharts & Diagrams
- Colored Markers
- Video

Auditory - Learn through listening



Things to add to training...

- Music
- Pair & Share
- Mini-lectures
- Group discussion
- Present Back key learnings
- Guest Speakers (Subject Matter Experts)
- Expert Panel
- Interview
- Debate
- Audio

Kinesthetic - Learn through moving, doing and touching



Things to add to training...

- Building Models
- Frequent Breaks
- Whole Group Activities
- Presentation of Key Learnings
- Move participants around room after each break
- Self-discovery (rather than set directions)
- Small Group Activities
- Hands-on activities
- Role Playing

Learning Types



Activating Knowledge

To get others interested

Things to add to training...

- WII-FM questions
- Demonstration
- Mind mapping
- Brainstorming
- Make a logo
- Imagery



Gaining Knowledge

Teaching Factual Information

Things to add to training...

- Lecture
- Timelines
- Charts, graphs
- Example of the finished product
- Step-by-step processes
- Flowcharts
- Pictures



Learn by Practice

Things to add to training...

- Read given material
- Hands-on activities
- Test theories
- Worksheets
- Fact games
- Puzzles
- Drill



Applying Knowledge

Do something personal with new knowledge

Things to add to training...

- Tips, Tricks, Traps
- Personal Action Plan
- Group Action Plan
- Write story or journal
- Brainstorm uses in real life
- Likely challenges in real life
- Opportunities to change/modify process