

 **MEET ME IN ST. LOUIS**
THE ARCHWAY TO NEW DISCOVERIES

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Fundamentals of Adult Learning and Training Methods

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THE ARCHWAY TO NEW DISCOVERIES


Session Objectives

- Introduce Key Principles of Adult Learning
- Discuss the Three Adult Learning Styles
- Learn Best Practices for Creating Meaningful Learning




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Why is This Topic Important?



**“I am always ready to learn,
but I don't like being taught.”
-Winston Churchill**

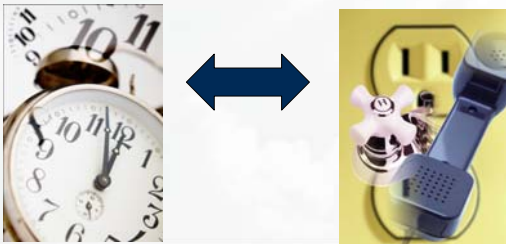


Your Audience

- Students
 - Want to Learn
 - Attentive
 - Take Notes
 - Ask Questions
- Tourists
 - Better Here Than There
 - Curious
 - Take Notes, Just Not Always About Topic
- Graduates
 - Ask Tough Questions
 - Challenge Ideas and Thoughts
 - Subject Matter Expert
- Prisoners
 - Invited, Told or Forced Attendance

Goal: Whether Meeting or Learning

Maximize Time and Energy



Maximize Time

- Adult Attention Span
 - Focused Attention: 8 seconds
 - Sustained Attention: 20 minutes
- Important or Relevant
- Resistant or Compliant
 - Drives Question and Answer Time
- Knowledge of Topic Drives Level of Detail
 - Minimal Knowledge: Provide Details
 - Knowledgeable: High Level Overview



Maximize Energy

Utilize Adult Learning Principles

1. Participation in "Assessment and Need"
2. **Effective Design**
 - Content and Flow
 - Cognitive Application: Learn by Thought or Perception
 - Praxis Application: Learn by Doing
3. Safe Environment and Facilitation
 - Clear Roles
 - Relationship Building
4. Sense of Urgency and Immediate Transfer
5. Accountability and Rewards
 - More, Better, Different
 - Action Plans and Follow-up



Effective Design = Balance and Building

- Visual Learners
- Auditory Learners
- Tactile Learners



Visual Learners: Let Me See It

- Take Detailed Notes
- Sit in Front
- Visualize by Closing Eyes
- Desire
 - Illustrations and Colorful Presentations
 - Imagery in Written and Spoken Language
 - See What is Being Learned
 - Passive Surroundings
- When Bored:
 - Find Something to Watch

Auditory Learners: Let Me Hear It

- Hearing is More Important Than Seeing
- Transfer Knowledge by Reading Aloud
- Desire:
 - Verbal and Written Directions
 - Varying Tone and Inflection
 - Talk with Others About Activities and Learning
- When Bored:
 - Hum
 - Talk to Others or Themselves

Tactile Learners: Let Me Do It

- Sit Near Door
- Transfer Knowledge by Experience and Performance
- Desire:
 - Activities and Hands-on Practice
 - Frequent Breaks
 - Field Trips
 - Manipulating Materials
- When Bored:
 - Fidget
 - Get Up and Walk Around

**WHICH LEARNING STYLE
MOST PRESENTS
YOU?**









"I cannot teach anybody
anything, I can only make them
think."
-Socrates
