

ADULT LEARNING PRINCIPLES

1. Knowledge of Adult Learning and adult learners is critical to the success of designers

May require some different approaches than designing learning for children

2. Physical comfort is important to designing classroom based adult learning experiences.

Physical comfort is assured by providing comfortable seats and enough seats.

Frequent breaks and movement are essential for adults

Light, temperature, and volume of sound are all important factors.

3. Psychological comfort is the responsibility of the designer.

Activities in classroom or electronic based learning should create success for the learner.

Ground rules or Norms suggest how learners will behave and treat one another.

4. Psychological safety is important to adult learners.

Adults may feel they are taking a risk when they try out new behaviors while learning.

Designers can design in ways for learners to build relationships among themselves and with their facilitator.

5. Most adults prefer to learn actively, rather than passively.

Designers should always find ways to involve the learners.

In the classroom designers can provide small group activities and periodic movement.

In electronic approaches designers should create ways for learners to share and discuss.

Practices will enable adult learners to try out new skills and apply new knowledge.

Designers must provide ways for adults to talk and process in order to make sense of new information.

6. Use of the experience adults bring to training is a resource for learning.

Adults' wealth of experience provides a base for new learning.

Adults are a rich resource for one another.

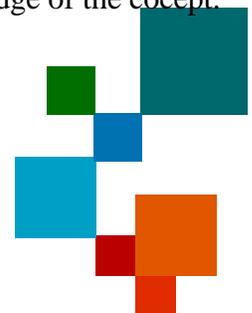
Designers should acknowledge, tap, and use their experience.

7. Adults can teach one another.

Never use strategies like lectures or direct instruction if the adults have knowledge of the concept.

Engaging learners in activities designed to enable discovery of the content.

Adults learn through discussions or dialogue with peers.



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8. Learning for specific purposes is appealing to adults.

A change in work responsibilities or to cope with a change helps the learner focus.

Teachable moments are when adults have a need to know or be able to do new things to be successful.

Adults value gaining personal confidence.

9. Designers play an important role in motivating adults to learn.

Designers should motivate adult learners by creating curiosity about the content.

Designers should show how learning will be immediately useful to the learner.

10. Transferring the learning to the real world is important to adults.

“Use it or lose it” is important to adult retention of new knowledge and skills.

Adults need time to reflect and think about how to integrate new knowledge with previous knowledge.

Participating in learning with colleagues may help adults to transfer learning to work settings

11. Adult learners are self-directed.

Adults like to control their own lives and their own learning.

Providing options for adult learners is important for designers to remember.

Account for a variety of adult learning styles within the design.

Provide opportunities for the learner to help shape the learning experience.

