

PRINCIPLES OF ADULT LEARNING

Principles of Adult Learning

- Tell me WHY
- Understand what makes me UNIQUE
- USE my EXPERIENCE
- Let me PRACTICE
- Let me SELF-DIRECT
- Give me a SAFE ENVIRONMENT
- Provide CONSTRUCTIVE FEEDBACK

Adapted from:

Friesen, Kaye, and Associates, Instructional Techniques Workshop (2013)

RMC Health – Bryan, R.L., et. Al., (2009). Health Promotion Practice, 10,557-563

Break Outs: What are Your Training Tips?

1

Think about a time when you participated in a really good training...

2

Discuss in Break Out Rooms:

- What makes a really good training?
- What did the trainer do to facilitate this training?

3

Report back and ask to consider:

- When and where will you do this training?

FACILITATIVE TRAINING STRATEGIES

Facilitative Training: —Training Tips & Techniques

- #1 The Facilitator's best tool... Questions
- #2 The Facilitator's second-best tool...Silence
- #3 The Facilitator's third-best tool...Process Tools!
 - + Brainstorming
 - + Think-Pair-Share Work
 - + Role plays
 - + Reflection or Processing
- Also:
- **Be Enthusiastic!**
- Be prepared
- Be a team presenter
- Give clear instructions





#1 Asking Good Questions

The ability of the group to respond to a question is significantly affected by the quality of the question the facilitator asks.

When you draw a vivid image, participants can see the answers and begin responding.

Start with an image building phrase such as

- *“Think about...”*
- *“Imagine”*
- *“If...”*
- *“Consider”*

—Silence

This is a most important tool-

- Don't be afraid of silence
- Count to 10 after asking a question before asking another
- Give time for people to think and respond
- Asking a group to write reflective responses to a questions can be helpful before speaking



__Process Tools.....

These tools are invaluable in engaging the group and based on adult learning principles, example are:

- **Brainstorming:** As a group, a question or topic is posed, and participants generate ideas quickly, without editing oneself or each other.
- **Think-Pair-Share:** Participants think about the content posed, then work together or reflect on that same content with a neighbor or another partner. Pairs share back their work or reflections with the larger group.
- **Role-Plays:** Participants are given an imaginary scenario that reflect real-life situations, and individuals take on and act out specific roles with one another. Role plays can be prepared in advance or done on the spot.
- **Reflection or Processing:** Through guided open-ended questions, participants periodically reflect upon the content or activities conducted throughout the training and think about how they can apply learnings to their own work or context.