# 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

Adapted from:

Friesen, Kaye, and Associates, Instructional Techniques Workshop (2013) RMC Health – Bryan, R.L., et. Al., (2009). Health Promotion Practice, 10,557-563

- Give me a SAFE ENVIRONMENT
- Provide CONSTRUCTIVE FEEDBACK

#### **Break Outs: What are Your Training Tips?**

Think about a time when you participated in a really good training... Discuss in Break Out Rooms:

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

Report back and ask to consider:

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• When and where will you do this training? FACILITATIVE TRAINING STRATEGIES

#### Facilitative Training: Training Tips & Techniques

- <u>#1 The Facilitator's</u> best tool... Questions
- <u>#2 The Facilitator's</u> second-best tool...Silence

- <u>#3 The Facilitator's</u> <u>third-best</u> <u>tool...Process Tools</u>!
  - + 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.

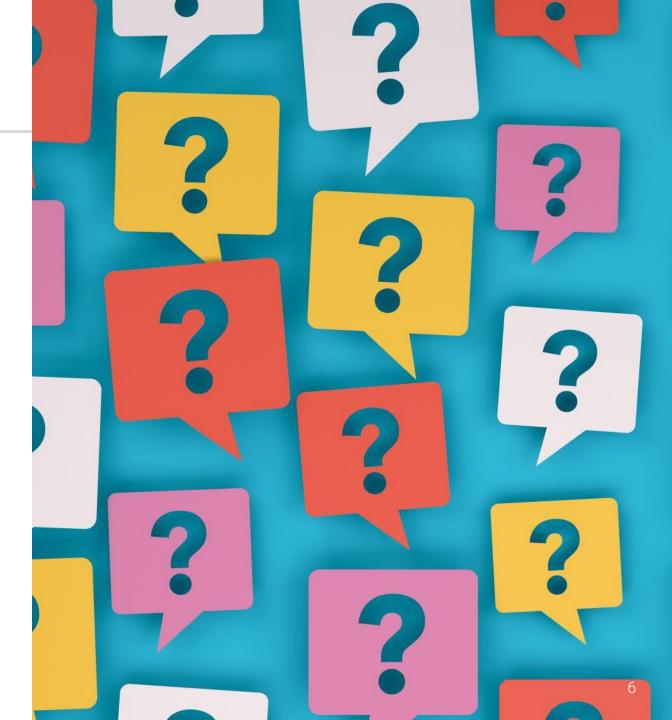
Start with an image building phrase such as

- "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.