## Principles of Adult Learning

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<table>
<thead>
<tr>
<th>Adults learn best when the learning:</th>
<th>As a teacher, you can:</th>
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| **Is autonomous and self-directed** | • Involve learners in the learning process  
                                 • Give them opportunity to direct what they need to know  
                                 • Create educational contracts  
                                 • Anticipate needs beyond those identified by learners |
| **Is directed towards a goal** | • Show learners the big picture from the beginning  
                                • Provide clear and specific objectives  
                                • Ground learning in practical outcomes |
| **Is relevant and practical** | • Base learning around cases and problems from practice  
                                 • Use real-life teaching situations  
                                 • Provide examples from your own experience |
| **Acknowledges learner’s experience** | • Realize that learners have much to contribute to knowledge and skills already  
                                 • Know your audience  
                                 • Assess prior learning by KWL  
                                   o what do you KNOW  
                                   o what do you WANT to know  
                                   o what did you LEARN |
| **Matches learner’s style** | • Teach in a variety of modes  
                                 o visual, auditory, hands-on  
                                 o active + reflective  
                                 o big picture + steps  
                                 o practical + theory  
                                 o solitary + groups  
                                 • Recognize your own biases |
| **Is active** | • Encourage thought and interaction  
                     • Ask questions  
                     • Hands-on application  
                     • Demonstrations |
| **Provides feedback** | • Give constant timely feedback  
                           • Balance positive with negative  
                           • Always be respectful |
| **Takes place respectfully** | • Be courteous and patient  
                             • Learn and use names  
                             • Show value in all contributions |

Reference:
Thanks to Dr. Vernon Curran for providing the original material in a different form.