

## Principles of Adult Learning

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Adults learn best when the learning:	As a teacher, you can:
<b>Is autonomous and self-directed</b>	<ul style="list-style-type: none"> <li>• Involve learners in the learning process</li> <li>• Give them opportunity to direct what they need to know</li> <li>• Create educational contracts</li> <li>• Anticipate needs beyond those identified by learners</li> </ul>
<b>Is directed towards a goal</b>	<ul style="list-style-type: none"> <li>• Show learners the big picture from the beginning</li> <li>• Provide clear and specific objectives</li> <li>• Ground learning in practical outcomes</li> </ul>
<b>Is relevant and practical</b>	<ul style="list-style-type: none"> <li>• Base learning around cases and problems from practice</li> <li>• Use real-life teaching situations</li> <li>• Provide examples from your own experience</li> </ul>
<b>Acknowledges learner's experience</b>	<ul style="list-style-type: none"> <li>• Realize that learners have much to contribute to knowledge and skills already</li> <li>• Know your audience</li> <li>• Assess prior learning by KWL               <ul style="list-style-type: none"> <li>○ what do you KNOW</li> <li>○ what do you WANT to know</li> <li>○ what did you LEARN</li> </ul> </li> </ul>
<b>Matches learner's style</b>	<ul style="list-style-type: none"> <li>• Teach in a variety of modes               <ul style="list-style-type: none"> <li>○ visual, auditory, hands-on</li> <li>○ active + reflective</li> <li>○ big picture + steps</li> <li>○ practical + theory</li> <li>○ solitary + groups</li> </ul> </li> <li>• Recognize your own biases</li> </ul>
<b>Is active</b>	<ul style="list-style-type: none"> <li>• Encourage thought and interaction</li> <li>• Ask questions</li> <li>• Hands-on application</li> <li>• Demonstrations</li> </ul>
<b>Provides feedback</b>	<ul style="list-style-type: none"> <li>• Give constant timely feedback</li> <li>• Balance positive with negative</li> <li>• Always be respectful</li> </ul>
<b>Takes place respectfully</b>	<ul style="list-style-type: none"> <li>• Be courteous and patient</li> <li>• Learn and use names</li> <li>• Show value in all contributions</li> </ul>

Reference:

Collins, J. (2004). Education techniques for lifelong learning: principles of adult learning. *Radiographics*, 24(5), 1483-9.

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