



### Relevance

- Keep the focus real
- Emphasize how learning applies

### Encouragement

- Encourage discussion, debate, and challenge of ideas
- Listen to and respect opinions

### Experience

- Relate information to their goals and to their experiences
- Use experiences as resources

### Self-direction

- Encourage responsibility for own learning
- Establish adult-to-adult rapport

### Mix it up!

- Use a variety of learning methods
- Multisensory Learning: Auditory (sound, hearing, listening), Tactile (touching), Visual (sight), Kinesthetic (physically moving)
- Case studies, problem-solving activities, real-world examples

**When delivering the education, it is important to remember that adults learn best when they are allowed to help direct their learning path. Below are a few tips to enhance the learning experience for program participants.**

- Adults learn most effectively by doing, preferring hands-on experiences.
- Adults are motivated to learn due to internal and real factors to help them cope with change.
- Adults learn by relating new information to past experiences.
- Adults have significant experience that can be beneficial to trainer and other trainees.
- Adults need to feel that they are in control of their own learning.
- Adults decide for themselves what they consider to be important to learn.
- Adults are efficiency minded; wanting to learn as quickly, cheaply, and easily as possible.
- Adults want to learn practical, useful, real-world materials that they can use immediately.
- Adults prefer self-directed and self-designed types of learning over group learning (this does not mean isolation, other are involved as resources guides, encouragers, etc.).
- Adults want to be treated like adults.
- Adults become more resistant to change as they age.
- Adults must be physically and psychologically comfortable in order to learn.