

## How Adults Learn - RISE



Adult learners bring unique life experiences to each learning interaction and learn best when information presented is meaningful, engaging and presented in a respectful and safe environment.

### **R**espectful

- Adults want to feel important and valued.
- Adults want to feel respected for who they are, where they have been, and what they know how to do.
- Adults want to connect the information available with what they have done in the past.
- Adults want to be treated as equals and allowed to voice their opinions freely, within reason, and be active participants in determining what is to be learned.

### **I**mmediately meaningful

- Adults want to feel what they are learning is helpful in their own lives right now, that it is something they can take back and use right away.
- Adults want to self-discover how the information relates to their life and how it helps them meet their goals now or in the near future.
- Adults are practical and have little time to learn something that isn't useful immediately.

### **S**afe

- Adults need a positive, encouraging environment in order to feel comfortable, confident and willing to jump in.
- Adults need to trust the learning environment, facilitator, group session design, and objectives.

### **E**ngaging

- Adults need to be involved, and participate in their learning in a manner that meets their learning style.
- Adults learn best when they talk to others about their experiences (dialogue) and relate these experiences to the learning process.

*You will know you are successful when you see smiles, conversation, laughter, questions, and movement.*

## Four Distinct Learning Styles: Hear, See, Do, Read

Which of the following describes you or how you prefer to learn?

### **Hear (Auditory):**



- Learn through hearing
- Like to listen to debates, podcasts, lectures, discussion and verbal instructions
- Enjoy listening to radio music and debates
- Give verbal directions (go one block and turn left!)
- Remember names, recall facts, have big vocabulary
- Reveal emotions verbally through change in tone
- Respond better when hearing information rather than reading
- Relate to phrase “I hear what you mean”

### **See (Visual):**



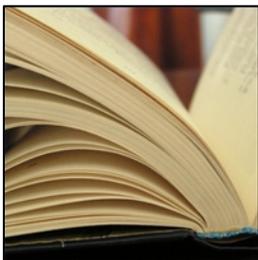
- Learn through seeing
- Like to see pictures or diagrams
- Like demonstrations and watching videos
- Give directions by drawing a map
- Enjoy watching television, going to movies
- Remember people by sight, do not forget faces
- Reveal emotions through facial expressions
- Good eye contact, recalls things they have seen
- Prefer to be shown rather than told
- Relate to phrase “I see what you mean!”

### **DO (Kinesthetic):**



- Learn through physical activities and through direct involvement
- Like to be “hands-on”, moving, touching, and experience first hand
- Give directions by leading the way
- Enjoy active pursuits such as hiking, dancing, and biking
- Remember things that happen
- Reveal emotions through body language
- Learn well by touching and exploring objects
- Feel when something is right – rely on gut feeling

### **Read:**



- Learn through reading
- Like to have clear, written information and instructions
- Like to read books and magazines
- Give directions by writing out turn-by-turn instructions
- Would rather read than be read to and remembers things you’ve read
- Read instructions before beginning a project and follow recipes closely
- Trust information that is written more than what is heard
- Often seek out additional information on the internet or from some other written source