

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.

Respectful

- 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.

Immediately 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.

Safe

- 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.

Engaging

- 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):



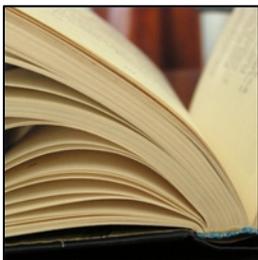
- Learn through seeing
- Like to see pictures or diagrams
- Like demonstrations and watching videos
- Give directions by drawing a map
- Enjoy watching television, going to movies
- Remember people by sight, do not forget faces
- Reveal emotions through facial expressions
- Good eye contact, recalls 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