**Principles of Adult Learning**

1. Adults don’t learn the same way as children
   1. Figuring things out and making memories is painful
   2. Achieving understanding is pleasurable
   3. Predictably takes 3 to 6 months to adjust to life change
   4. Framework: RCR
2. Relevance
   1. Brain builds incrementally on existing knowledge
   2. Brain cannot learn facts in isolation
   3. Metaphors: web days of building a house, hiring an architect
   4. Can’t build on foundation if you don’t Know the audience.
   5. Example: Java in higher education -- is it relevant?
   6. Hit right experience level
   7. Failure to find relevance means audience will tune out
   8. Basho’s History; CAP Theorem; Dynamo Paper
3. Consilience
   1. Cognitive dissonance is primarily a cultural phenomena
   2. You can’t easily teach it
   3. Knowledge reduces under unifying principles
   4. If conclusions are presented that don’t jive, they will be rejected
   5. Politics in the US is great example – division of Liberal and Conservative
   6. “Functional Programming” != OOP is useless
   7. SQL: UrDoingItWrung
   8. Access Patterns: UrDoingItWrung
   9. Never disagree
4. Reflection
   1. Adult brains are massive
   2. Several steps/days of transference
   3. ~21 minutes before humans start dropping packets
   4. Presentations are generally poor formats for teaching
   5. Q&A is external reinforcement
   6. Always summarize