

THE BASICS OF *Adult Learning*

Meaning

Training should be practical and help trainees develop skills they will use at work or in a new role. i.e. solving real-life problems

4

Applicable

Adults learn best when there is a reason to learn and the subject is of immediate use.

3

Self-directed

Adults are independent learners and like to have some control over what, when or how they learn.

Meaning

Give trainees a measure of control i.e. open navigation, asynchronous lessons, self-analysis, etc.

Meaning

Explain why training is needed and how it will help them with their career or personal development.

2

Experience

Adults pull from previous experience when learning new concepts or skills.

1

Motivation

Internal rather than external factors usually motivate best.

Meaning

Training should focus on the specific needs, interests, and abilities of the trainees.

