

## 6 PRINCIPLES OF ADULT LEARNING

| Theories   | Notes |
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| <b>Motivation:</b> Adults are motivated to put time and energy into learning if they understand the benefits of learning and the costs of not learning. Moreover, adults tend to be more motivated toward learning that results in internal satisfaction or goal achievement.  |       |
| <b>Experience:</b> Adults bring past experiences to learning. Adults' own experiences are a resource for themselves and other learners and give richer meaning and insight to new ideas and skills.  |       |
| <b>Responsibility:</b> Adults see themselves as being in charge of their lives and being responsible for their own decisions. As such, adults learn best when they freely commit to a learning situation; can have a "say" or choice in how and what they will learn; and are provided with experiences that allow them to discover things for themselves. |       |
| <b>Problem Solving:</b> Adults learn best when they are engaged in task-oriented instruction and are able to practice using new knowledge or skills to solve problems – especially problems they confront in their everyday lives.   |       |
| <b>Application:</b> Adults need to be able to apply new knowledge and skills soon after they have been introduced to it -- such opportunities allow for deliberate practice/feedback, make learning meaningful, and facilitate retention.  |       |
| <b>Feedback:</b> Adults seek feedback on their learning to assess their knowledge or proficiency, to help identify learning gaps or skill deficiencies, and to set goals on how to improve.  |       |