Principles for Effective Adult Learning

Needs Assessment: The Frist Step in Dialogue. Discover what the group really needs to learn, what they already know, what aspects of the course that have been designed really fit their situations. Listening to learners' wants and needs helps to shape a program that has immediate usefulness to adults.

1. **Safety: Creating Safe Environment for Learning.** Create an inviting setting for learners. Begin with simple, clear, and easy task before advancing to more complex or difficult ones. The environment is non-judgmental. Affirmation of every contribution.

2. **Respect.** Foster an open communication process involving respect, safety, listening. Balance between advocacy and inquiry. Relationships must transcend personal likes and dislikes.

3. **Relevance, Sequence and Reinforcement: Knowing Where and How to Begin.** Information presented needs to be relevant to the world of the learner. Present information in an order that goes from simple to complex. Reinforcement means the repetition of facts, skills, and attitudes.

4. **Immediacy: Teaching what is Really Useful.** Experience the immediate usefulness of new learning; be able to apply what you are learning now.

5. **Teamwork: How People Learn Together.** Teams provide a quality of saety that is effective and helpful. Teams are the real world. Teams invite the welcome energy of constructive competition. Each individual in a group is included in some way. Plan small group and partner discussions.

6. **Engagement: Learning as an Active Process.** Invite learners to put themselves into the learning task...into the delight of learning! Without engagement there is no learning.

Based on work by Jane Vella

Principles of Adult Learning

PRINCIPLE	Example for incorporating the principle
Safety: Creating a safe learning environment	Ensure no one is embarrassed by activity, or focused to reveal private information.
Respect: Respect each individual	Learn names, greet people
Relevance: Information is relevant	Use examples that the participant is familiar with (recipes, etc.)
Immediacy: Learner can immediately apply information	Provide opportunities for learner to immediately apply information, when possible
Teamwork: Everyone is included in some way	Ensure everyone gets to be included in activities and has resources they need
Engagement: Learning is an active process	Include opportunities for learners to hear, see and do

Adult Learning Principle	My Action Step with Participants
Safety	
Respect	
Relevance	
Immediacy	
Teamwork	
Engagement	