

ADULT LEARNING PRINCIPLES

There are specific principles to follow when training adults. Below are eight principles you can use to help adults learn.

1. Focus on "real world" issues.
2. Emphasize how the learning can be applied.
3. Relate the learning to their goals.
4. Relate the materials to their past experience.
5. Allow debate and challenge of ideas.
6. Listen to and respect the opinions of participants.
7. Encourage participants to be resources to you and to teach each other.
8. Treat learners as adults not as children.

Source: University of Pittsburgh, Pennsylvania Child Welfare Resource Center (2012). 820: Development of Trainers and Consultants Training.