

Adult Learning: What's In It for Them?

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Discussion Topics

Learning Styles

Characteristics of Adult Learners

Principles of Adult Learning

Retention of Information and Transfer of Training

Implications for Training Design



How to Shoot a Basketball

Keep feet shoulder- width apart with the foot on the shooting side of the body toe-to- heel in front of the other foot; knees bent, hips square to target, and back straight.

The ball is held close to the chest and underneath the chin with the shooting hand a little more toward the back and slightly under the ball. The other hand is placed on the side of the ball [to hold it in place].

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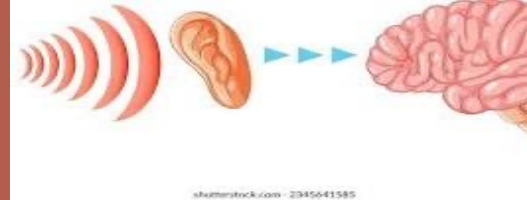
The ball is released by a quick extension of the elbow and a flick of the wrist and fingers of the shooting hand. (Follow through is like reaching up and putting your hand in a cookie jar) Ball should have back spin rotation. ...

From: USA Basketball Website



1) Learning Styles

- Auditory



Learning Styles

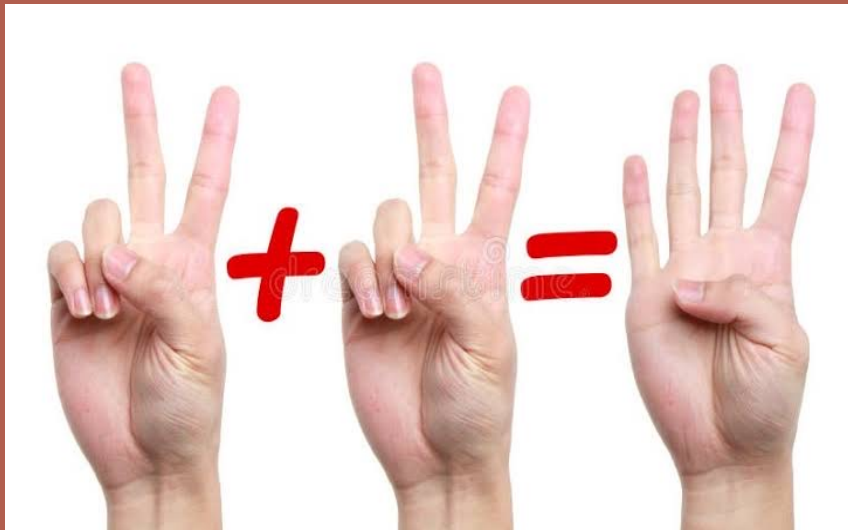
- Visual

$$2 + 2 = 4$$



Learning Styles

Kinesthetic (Experiential - by Doing)



This Group's Learning Styles

Learning Style	Highest Score	Middle Score	Lowest Score
Auditory	1	5	20
Visual	14	9	4
Kinesthetic (Experiential)	13	12	3



2) Characteristics of Adult Learners

1. Are motivated and self-directed
2. Experienced and generally know their training needs
3. Want facilitation of training
4. Interested in active participation in training
5. Want Practical, Useful Training
6. Prefer Real Exercises Similar to Work Tasks

3) Principles of Adult Learning

1. Learner Centered – Learning Facilitated, not Directed
2. Invested in Practical Training
3. Use all Three Learning Styles – Experiential Predominant
4. Greater Learning and Retention from Active Training

4) Factors Affecting Retention and Transfer of Training

1. Organization

- i. General to Specific
- ii. Attention Blocks (short)
- iii. Clear Transitions

2. Primacy and Recency

3. Repetition

4. Vivid and Catchy Language or Images

5. Active, Experiential Learning



The Good, the Bad, and The Ugly



The Good, the Bad, and The Ugly



The Good, the Bad, and The Ugly



Field of Whose Dreams?





It's Not About You (Us)

What's In It For Them?