

Adult learning

Why care about Adult learning

Adults learn differently to children. They need to see Relevance have their experience recognized, be shown respect and be allowed to self-explore.



Use these principles to help adults learn better.

What can you do?

Use the table below to show how you will consider the 4 basic elements in better helping your audience hear, engage and learn.

Element	What's involved	What* will you do?
Relevance	Start by helping the group understand why the topic is important and how it could help them.	
Experience	Recognize the group already has considerable knowledge. Draw on this experience during the learning session.	
Respect	Adults respond better when they feel respected and included in the learning process. Engage and talk with them, not at them.	
Self-exploration	Provide time for adult learners to explore ideas (on their own or in small groups). Let them consider how they might use the information.	

* You might include “**Discussion and Questions**” (e.g., Ask questions (even if rhetorical) and pose problems for individuals or groups to discuss or think about.), “**Activities or quizzes**” (e.g., Let participants explore and discuss specific problems or quizzes.) or “**Case studies**” (e.g., Provide a brief narrative and/or situation to analyze).