

Table. Adult learning principles

red - Knowles; green - Vandenberg

Principle	Assumption	Practice
Relevance/ Need to know/ Personal benefit	Adult learners need to understand why learning new knowledge or skills is important. Adult learners must be able to see the personal benefit of what they are learning, and how it satisfies a need they have.	First task of facilitator is to help learners become aware of the need to know. Learning has to be applicable to their work or other responsibilities to be of value to them. Instructor identify objectives before the course begins and relate theories and concepts to a setting familiar to participants. They are motivated to learn if the learning <ul style="list-style-type: none"> - Solves or avoids a problem for them; - Provides an opportunity or increased status; - Leads to professional or personal growth.
Self-directed	Adults have more secure self-concept, allowing them to take part in directing their own learning. Adult learners are self-directed and must have some control over what they are learning. They are motivated to learn if they can	Actively involve them in the learning process and serve as facilitators rather than fact generators. Encourage sharing of perspectives on the topics to cover and let them work on projects that reflect their interests. Provide opportunities for responsibility and group leadership and how the training will help them to achieve their goals <ul style="list-style-type: none"> - Take charge of their learning and make decisions about the content and process; - Contribute to the learning of their co-learners; - Have some degree of independence in the learning process.
Experience	Adults have accumulated a foundation of life experiences and knowledge Adult learners come to each learning event with a unique background of knowledge and experience.	Connect learning to that knowledge/experience base by encouraging participants to share relevant experience/knowledge. They are motivated to learn if the learning <ul style="list-style-type: none"> - Involves them in sharing what they know; - Builds on what they know; - Validates their expertise.
Goal-oriented (orientation to learning)	Adults have reached a point in which they accept the value of education and are ready to focus on learning. Adults seek new knowledge or skills in order to address a task at hand.	Training should be organized and have clearly defined elements. Instructors show adult learners how the class relates to their goals early in the class. Show learners the big picture from the beginning Provide clear and specific objectives Ground learning in practical outcomes
Practical/ Readiness to learn/ Application and Action	Adults are often looking for practical, problem-centered approaches to learning, that they can apply in their own contexts. Adult learners may not be interested in knowledge for	Facilitators should Base learning around cases and problems from practice Provide examples from your own experience Use real life situations. They learn best when

	<p>knowledge's sake but rather focus on what is most useful to them.</p> <p>Adult learners are busy, practical, and learn by doing.</p>	<ul style="list-style-type: none"> - There is immediate application for the learning; - They participate actively in the learning process; - They can practice new skills or test new knowledge before leaving a learning session.
Learning styles	<p>Adult learners approach learning in a great variety of ways, from hands-on and moving to using their eyes, ears, and/or logic to anchor new skills and knowledge.</p>	<p>They learn best when</p> <ul style="list-style-type: none"> - The learning taps into a mix of learning styles that fit their preferences and stimulate their 'multiple intelligences'; - Multiple means are used to represent the material being learned.
Motivation	<p>Key component of how adults learn. Motivation may come from external or internal sources, but intrinsic motivation is often the more powerful force.</p>	<p>Facilitators cannot make adults learn, but can help them to determine what they want to achieve from their learning.</p>