

CHARACTERISTICS OF THE ADULT LEARNER

- 1. Adults want to know the benefit of what they learn.**
- 2. Adults expect to participate in learning.**
- 3. Adults are motivated by intrinsic needs or desires.**
- 4. Adult learning is usually long term competency based (e.g. to perform better).**
- 5. Adult training environments are varied - e.g. room configurations.**

CHARACTERISTICS OF EFFECTIVE TRAINERS

- 1. Willingness to learn.**
- 2. Solid leadership ability - organized, focused.**
- 3. Consulting and mentioning skills.**
- 4. Motivational skills.**
- 5. Knowledge of subject taught.**
- 6. Sincere desire to train.**
- 7. Patience.**
- 8. Flexibility**
- 9. Excellent teaching skills.**

ADULTS AND LEARNING.....WHY THEY DO....AND WHY THEY DON'T!

I. TEACHING VS TRAINING

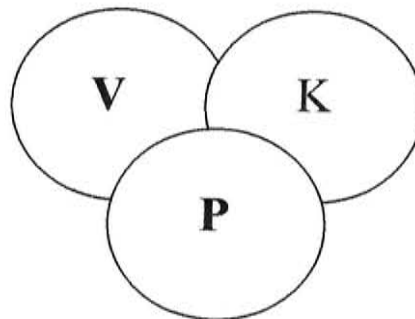
- A. We teach people using concepts
- B. We train animals with skills....the 3 R's
 - Recitation
 - Rote Memory
 - Regurgitation
- C. Key words to learning:
 - Implying
 - Understanding
 - Mastery
 - Growth

NOTE: Because everyone learns things uniquely, matching content (what we learn) with the style (how we learn) becomes more critical than what it's called.

WE TEACH AND TRAIN; WE LEARN AND GAIN.

II. WHAT'S INVOLVED IN LEARNING A SKILL?

- A. Value: Is mastering the skill worth something to me?
- B. Knowledge: What techniques must I learn?
- C. Practice: Am I willing to exercise and refine the skill?



If only 2 are operational, we experience a learning breakdown.

1. If I don't value the skill, I won't use it.
2. If I don't master all the elements of the skill, it is of little use.
3. If I don't practice the skill, I might as well not have learned it.

When the 3 spheres intersect, we've created something permanent...
LIFETIME LEARNING.

Such familiar terms as recall, recognition, spaced practice, negative interference, variety, satisfiers, repetition, and knowledge of results apply to all ages.

Learning is usually enhanced through active practice, seldom by passive repetition.

***WHAT DOES THIS SAY ABOUT THE IMPORTANCE OF OUR
REHEARSALS.....COACHING SESSIONS?***

WHAT A DIFFERENCE YOUR STYLE MAKES!!!

Learning Style Descriptions:

- Read the following information, read and note the sentences that most describe you.
- Most people find that they have one or two strong style preferences and one or two backup styles.
- Remember, you're a blend of all four styles. And what you're learning (and with whom you are learning it) will often determine which style you'll use.
- The secret to style-stretching when presenting? Simple: Be sure to include activities that each of the four styles likes. Use a variety of instructional strategies, involve your learners, and balance physically active with physically passive ways of learning.

Learning Style One: Peace Maker

- ___ You prefer working with people rather than data and things.
- ___ You listen to others before making your own points.
- ___ You need to connect personally with other people involved in the learning experience.
- ___ You like personal attention and feedback.
- ___ You process information through your feelings first, then think about what you feel.
- ___ You need plenty of time to take in and respond to information.
- ___ You're influenced by your peer group; you like participation and collaboration.
- ___ You strive for personal understanding and empathy.
- ___ You need a sense of social harmony.
- ___ Your philosophy is: "I'll be cautious about learning it until I feel it works for everyone."

Learning Style Two: Truth Keeper

- ___ You learn best if allowed to concentrate on one topic until thoroughly understood.
- ___ You need thoroughly detailed instructions and documentation.
- ___ You prefer working alone.
- ___ You like time to think things through completely step by step before talking.
- ___ You process information intellectually rather than emotionally.
- ___ You prefer getting data from reading and lectures.
- ___ You value carefully documented evidence.
- ___ You reject subjective judgment and appreciate intellectual achievement.

_____ You need a sense of personal control.

_____ Your philosophy is: "I'll learn it if it's valid and logical and fits with what I know."

Learning Style Three: Solution Seeker

_____ You enjoy making decisions and solving problems.

_____ You are matter-of-fact and bottom-line oriented.

_____ You take the first opportunity to apply new ideas to practical situations.

_____ You like to work independently and can work well from clear instructions.

_____ You prefer getting information through hands-on experiences.

_____ You like being in charge of your own learning.

_____ You discount information you can't use.

_____ You process information according to its practical applications.

_____ You need a sense of personal usefulness.

_____ Your philosophy is: "If it works and is useful to me, I'll learn it."

Learning Style Four: Risk Taker

_____ You socialize easily and learn by interacting with others.

_____ You take risks and enjoy challenges and change.

_____ You do best when you're learning with other high-energy people.

_____ You prefer looking at information from many viewpoints as you learn.

_____ You're in love with "newness" i.e. new ideas, activities, experiences.

_____ You enjoy shifting back and forth between topics or activities.

_____ You like to develop your own way of doing things.

_____ You see the big picture and future possibilities.

_____ You need a sense of personal excitement.

_____ Your philosophy is: "I'll learn anything that's interesting or a challenge to me."

SCORE:

PEACE MAKER
TRUTH KEEPER
SOLUTION SEEKER
RISK TAKER

Reaching More Students Through Visual, Auditory, & Kinesthetic Modalities

To Emphasize VISUAL Learning...learn by seeing:

Demonstrations	Charts/Graphs
Diagrams	Overhead Projector
Photos	Flip Charts/ colored markers
Video/DVD	Acronyms
Mind Maps	Written instructions

To Emphasize AUDITORY Learning...learn by hearing

Tapes	Word associations
Oral Instructions	Group discussion
Lectures	Brainstorming with others
Rhythmic sounds	Debates
Poems/Rhymes	Verbal illustrations

To Emphasize KINESTHETIC Learning...learn by doing

Experiments/labs	Making lists
Plays/acting/role play	Props/physical examples
Games	Table toys
Problem-solving	Associating emotion with concepts
Writing notes	Drawing/assembling
Touching	Operating equipment
Computer Games	Physical examples

Personality Characteristics of the Learning Modalities

VISUAL

- Mind wanders during verbal activities
- Has trouble following or remembering verbal instruction
- Doodles
- Prefers to observe rather than actively participate in group activities & discussions
- Likes to read silently

- Is neat and organized
- Pays attention to detail
- Has neat handwriting
- Is a good speller
- Easily memorizes by seeing pictures and diagrams
- May have photographic memory
- Is usually quiet, shy, or reserved

AUDITORY

- Is easily distracted
- Quickly loses interest in verbal demonstrations
- Enjoys Listening Activities
- Is active in group activities & discussions

- Likes to be read to
- Prefers silent reading to reading aloud
- Listens to music while studying

- Has sloppy handwriting

- Memorizes lists and sequences easily
- Remembers faces
- Is fairly outgoing

KINESTHETIC

- Taps foot or pencil while thinking or writing tests
- Enjoys doing experiments
- Enjoys handling objects
- Uses excessive hand gestures & body language

- Makes physical contact with people when talking to them

- Tends not to enjoy reading
- Enjoys hands on activities
- Enjoys problem-solving

- Is unorganized

- Is a poor speller
- May have trouble memorizing lists, numbers, etc.

- Is outgoing
- Easily expresses emotions