

EFFECTIVE ADULT LEARNING FACILITATOR

RULES OF THE ROAD



Identify and develop your own teaching philosophy. As the leader, it's useful to identify where you're going and how you intend to get there before asking people to follow.



Actively involve the students in the learning process. Adults learn best when they are encouraged and motivated to make decisions about their own learning.



Keep the learning atmosphere relaxed and enjoyable. When people are relaxed they're more likely to engage with the instructor and each other. It's okay to have fun.



Be aware of and seek to engage different learning styles. Find ways to be responsive to each student as unique individual.



Adults are self-directed and goal-oriented. Build flexibility into your training so you are able to explore what's most relevant and practical to them.



Use rehearsal, reflection, and review strategies to increase retention. Learners must retain the information in order to transfer and apply it following training.



Elicit and incorporate learner's life experiences. Relate what's new to what they already know. Help students merge their base of experience with new concepts, methods, and ideas.



Create a safe learning environment. Making mistakes is part of the learning process. If students aren't making mistakes then they aren't learning.



Use "Barn Raising" discussions where the group is jointly accountable for helping each other explore new ideas. Encourage the participation of each member.



Teaching is a combination of skill, practice, talent, and experience. Model lifelong learning behavior by continuously seeking to grow and enhance your own understanding of the art and science of teaching.