



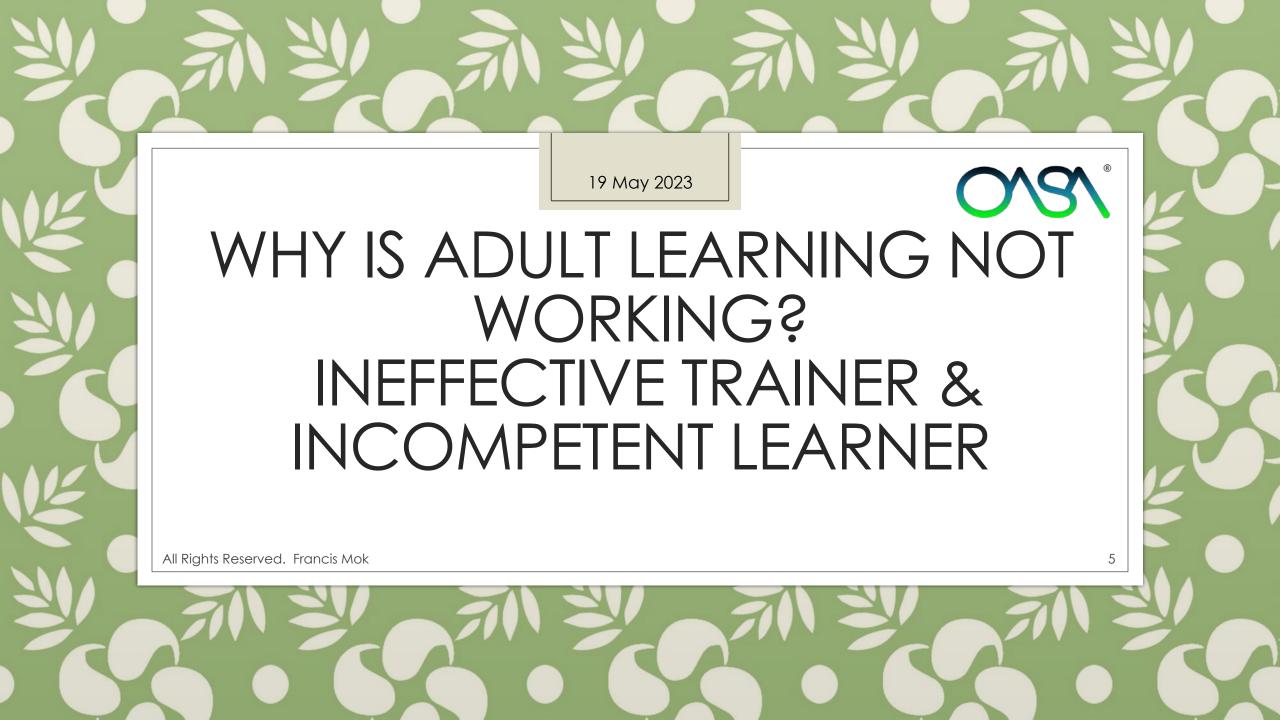
#### How Adults Learn

- 1. Possess a high sense of self-direction and motivation
- 2. Use their life experience to facilitate learning
- 3. Need to know how the information is relevant
- 4. Being practical
- 5. Look for help and mentorship
- 6. Open for up-to-date ways of learning
- 7. Choose learning style and preference -- how they learn



# Trainer's strategy in motivating adult learning

- 1. Set clear goals and learning objectives
- 2. Make learning relevant
- 3. Provide opportunities for choice and autonomy
- 4. Use a variety of learning methods and activities
- 5. Provide feedback and recognition
- 6. Make learning enjoyable
- 7. Provide support and resources





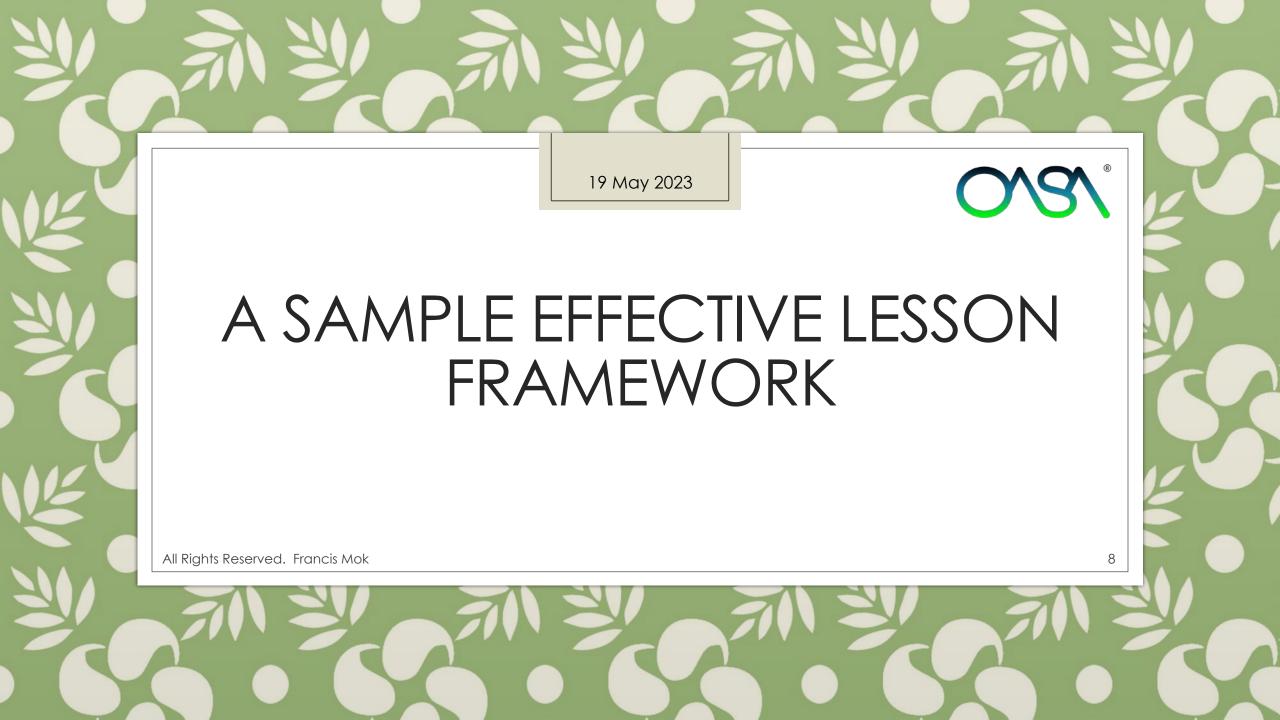
#### Ineffective Trainer

- 1. Confusing / unrelated learning objectives
- 2. Impractical Learning not relevant to one's job
- 3. Teaching / Instructing
- 4. Lecturing only with no alternative learning methods and activities
- 5. No feedback / recognition
- 6. Boring



### Incompetent Learner

- 1.Fixed mindset
- 2.Fear of failure
- 3.Lack of confidence
- 4. Resistance to change
- 5. Limited time and resources
- 6.Lack of motivation





## Theory (distilled wisdom)

• [I hear]

# Example /illustration

• [I see]

### Role play / Case study / Exercise

[I do and I understand]