

19 May 2023



FRANCIS MOK'S SHARING

2023 May 20



**“A PERSON CANNOT TEACH ANOTHER
PERSON DIRECTLY; A PERSON CAN ONLY
FACILITATE ANOTHER’S LEARNING”**

- Carl Rogers -

(Founder Of The Humanistic Approach To Psychology)

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

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WHY IS ADULT LEARNING NOT WORKING? INEFFECTIVE TRAINER & INCOMPETENT LEARNER

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

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A SAMPLE EFFECTIVE LESSON FRAMEWORK

Theory (distilled wisdom)

- [I hear]

Example /illustration

- [I see]

Role play / Case study / Exercise

- [I do and I understand]