**Summary Points about Adult Learning**

**Adult learners...**
- are problem-centered, not content-oriented
- need your content to be relevant to their lives
- are looking for the real-life applications and benefits of learning your content
- want to know why they should learn what you’re offering
- bring lots of experience and knowledge to learning
- have their own motivations and goals for learning

**You can enhance adult learning by...**
- making it clear how your information can be used in the learner’s real life
- having learners share what they already know on the subject
- having learners share what they’d like to know on the subject
- including hands-on activities
- including group activities
- having learners get up and move every 15 minutes or so

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**After two weeks, we tend to remember...**

- **Reading**
  - 10% of what we READ

- **Hearing words**
  - 20% of what we HEAR

- **Seeing**
  - 30% of what we SEE

- **Watching a movie, Seeing an exhibit, Watching a demo, Seeing it done on location**
  - 50% of what we SEE & HEAR

- **Participating in discussion, Giving a talk**
  - 70% of what we SAY

- **Doing a dramatic presentation, Simulating the real experience, Doing the real thing**
  - 90% of what we DO

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*From Effective Adult Learning: A Toolkit for Teaching Adults (p. 13), based on the research of Edgar Dale, originator of “The Cone of Learning.”*
We all learn in different ways. Touch the variety of senses that all learners have.

**Visual learners...**
- like to see what they’re learning
- love pictures, illustrations, and handouts
- benefit from building strong mental images
- want to have written instructions
- might say, “Show me” or “The way I see it...”

**Auditory learners...**
- prefer to hear the content or instructions
- will actively participate in discussions
- benefit from having someone talk them through a process
- may talk *themselves* through the process
- might say, “Tell me” or “I hear what you’re saying...”

**Tactile or kinesthetic learners...**
- prefer to do a task, move around
- get restless during lectures
- learn best with hands-on activities
- might say, “I feel like you...” or “Let me do it...”

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**Resources of More Information**

*Facilitating Adult Learning: How to Teach So People Learn*

*Effective Adult Learning: A Toolkit for Teaching Adults*
http://tinyurl.com/z99udaa

*Teaching Adults: What Every Trainer Needs to Know About Adult Learning Styles*
by Helen Post, Utah Parent Center
http://tinyurl.com/7jrwc8l

*Adult Learning Techniques*
http://tinyurl.com/jzd6g6

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