BEYOND GRADES: LEARNING TO PERFORM & PROGRESS AS AN ADULT LEARNER

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OBJECTIVES

- Explore the learning styles & training types that are beneficial to adult learners (Consumers)

- The Importance & Impact of feedback

- Share best practices to empower adult learners (Consumers) to perform & progress to the workforce
MAIN/ TRADITIONAL LEARNING STYLES

✓ Visual
✓ Auditory
✓ Verbal
✓ Kinesthetic
LEARNING STYLES

**Learning Styles**

- **Visual**
  - You prefer using pictures, images, and spatial understanding.

- **Musical/Auditory**
  - You prefer using sound and music.

- **Verbal**
  - You prefer using words, both in speech and writing.

- **Physical/Kinesthetic**
  - You prefer using your body, hands, and sense of touch.

- **Logical/Mathematical**
  - You prefer using logic, reasoning and systems.

- **Social**
  - You prefer to learn in groups or with other people.

- **Solitary**
  - You prefer to work alone and use self-study.

What is your learning style?

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TRAINING TYPES

- Formal
- Informal
- In person
- On-Line
- Hybrid
- Self directed
THE IMPORTANCE OF FEEDBACK

Reasons Why Feedback is Important

Effective feedback, both positive and negative, is very helpful. Feedback is valuable information that will be used to make important decisions—customers, clients, employees, suppliers, vendors, and stakeholders.

Top performing companies are not only good at accepting feedback, they deliberately ask for feedback. And they know that feedback is helpful only when it highlights weaknesses as well as strengths.

Effective feedback has benefits for the giver, the receiver, and the wider organization. Here are five reasons why feedback is so important.
If you ask someone in your organization when feedback occurs, they will typically mention an employee survey, performance appraisal, or training evaluation. In actuality, feedback is around us all the time. Every time we speak to a person, employee, customer, consumer/learner etc., we communicate feedback. In actuality, it’s impossible not to give feedback.
FEEDBACK IS EFFECTIVE LISTENING

Whether the feedback is done verbally or via a feedback survey, the person providing the feedback needs to know they have been understood (or received) and they need to know that their feedback provides some value. When conducting a survey, always explain why respondents’ feedback is important and how their feedback will be used.
FEEDBACK CAN MOTIVATE

By asking for feedback, it can actually motivate others to perform better. Learners like to feel valued and appreciate being asked to provide feedback that can help formulate decisions and build better relations.
Feedback is often mistaken for criticism. In fact, what is viewed as negative criticism is actually constructive criticism and is the best kind of feedback that can help to formulate better decisions to improve and increase performance.
FEEDBACK IS A TOOL FOR CONTINUED LEARNING

Invest time in asking and learning about how others experience Learning. Continued feedback is important in order to remain aligned to goals, create strategies, improvements, improve relationships, and much more. Continued learning is the key to improving.
BEST PRACTICES

WHY DIFFERENTIATED INSTRUCTION?

Classrooms are filled with students who:

- have different needs
- come from different educational backgrounds
- have different attention spans and interests
- have different language abilities
- have different cultural backgrounds
PROJECT BASED LEARNING (PBL)

- Enhance team work skills
- Problem solving skills
- Increased curiosity
- Performance Assessment
- Participation & Engagement
MAKE IT RELEVANT!

Adult learners need to be able to see the relevancy of what they are learning. How is this Learning course going to offer them the skill sets they need to improve their training/ work performance? How is the training event you're developing going to give them the information they need to master a particular task.

Include activities and assignments that encourage adult learners to explore. Adult learners accumulate knowledge most effectively when they are active participants in their own learning process. Design activities or assignments that encourage them to explore a subject matter on their own and learn from personal experience. Pose a question or problem and then ask them to arrive at a solution on their own.
CONSIDER THE EXPERIENCE AND EDUCATIONAL BACKGROUND OF THE ADULT LEARNERS

Adult learners have typically gathered more life experience and accumulated a broader knowledge base than younger students. As such, when you're designing your training/learning deliverables for adult audiences, you'll want to take their experience and educational background into account.

In other words, it is of high importance to assess your audience carefully. What is the highest level of education they've completed? Which particular tasks are they usually asked to perform while at work? Do they already know the technical jargon that is commonly used in their profession?
OFFER IMMEDIATE FEEDBACK TO ALLOW ADULT LEARNERS TO LEARN FROM MISTAKES

✓ Make the educational experience more powerful and effective by offering immediate feedback

✓ Provide them with the opportunity to learn from mistakes by catching them at the moment they occur and seeing the direct consequences of that error, rather than waiting until the moment of need has passed to offer invaluable feedback
INTEGRATE EMOTIONALLY-DRIVEN CONTENT.

- Adult learning audiences often benefit from content that is emotionally-driven.
- Use images and graphics that are powerful and relevant, as well as written content that evokes a certain feeling.
- Positive emotional elements can also serve to inspire and motivate learners who may feel disconnected from the eLearning environment.
EMPHASIZE THE REAL-WORLD BENEFITS

- The adult learners need to be informed of the real world benefits beforehand, and should be reminded of these benefits periodically.

- Wi-Fi
KEEP COGNITIVE OVERLOAD IN MIND WHEN CREATING CONTENT.

- Break your content up into smaller chunks to help avoid **cognitive overload**
- Avoid using large blocks of text, and opt for bullet points or numbered lists instead
- Focus on specific subject matters, rather than lengthy Learning courses that cover a wide range of topics.
CREATE DELIVERABLES THAT CAN BE COMPLETED QUICKLY AND CONVENIENTLY.

- Adult learners often learn while they are on-the-go, meaning that they should be able to access the Learning deliverables on their mobile devices.
- Offer them the opportunity to absorb and retain the information anytime, anywhere and when they need it the most.
SHARE YOUR BEST & WORST EXPERIENCE

v What makes for a Great training/Learning