

<b>Key Principles and Practices of Adult Learning</b>	
<b>Principle</b>	<b>Description</b>
Respect	<ul style="list-style-type: none"> <li>▪ Learners feel respected and feel like equals.</li> </ul>
Affirmation	<ul style="list-style-type: none"> <li>▪ Learners need to receive praise for even small attempts.</li> </ul>
Relevance	<ul style="list-style-type: none"> <li>▪ Learners learn best by drawing on their own knowledge and experience.</li> <li>▪ Learning must meet the real-life needs of the adult—jobs, family, etc.</li> </ul>
Dialogue	<ul style="list-style-type: none"> <li>▪ Learning must be two-way to allow the learner to enter into a dialogue with the teacher.</li> </ul>
Engagement	<ul style="list-style-type: none"> <li>▪ Learners must get involved through discussion, small groups and learning from peers.</li> </ul>
Immediacy	<ul style="list-style-type: none"> <li>▪ Learners must be able to apply the new learning immediately.</li> </ul>
20/40/80 Rule	<ul style="list-style-type: none"> <li>▪ Learners remember more when visuals are used to support the verbal presentation and best when they practice the new skill. We remember 20 percent of what we hear, 40 percent of what we hear and see, and 80 percent of what we hear, see and do.</li> </ul>
Thinking, Feeling, Acting	<ul style="list-style-type: none"> <li>▪ Learning should involve thinking and emotions as well as doing.</li> </ul>
Safety	<ul style="list-style-type: none"> <li>▪ Learners need to feel that their ideas and contributions will be valued—that they will not be ridiculed or belittled.</li> </ul>