

Translating Adult Learning Practices to the Real World Worksheet

Current Problem

Identify the problem in its simplest form. For now, leave out feelings and list only facts based on where your learners are now and where they need to be. See usage doc for further information

Stakeholders

Who will these decisions affect? Are they involved in this brainstorming process? Should they be?

Proposed Solution

How do you think this problem can be solved? What will the solution look like in action? Who needs to be involved to make it successful?

Why?

Why did you choose this solution? Why is it the best fit for this problem? What adult learning principals does it correlate to?

Action Plan

What are the next steps to put this plan in place? What is the time frame? How will you know if it's successful? How will you collect feedback?

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Where do I start?

Think about the adult learning principles suggested by Malcolm Knowles. While there are many versions of adult learning theory, the principles below are often quoted and widely recognized. These are just a starting point and it's important to get to know your learners before making assumptions about what they need.

- ▷ Adults must want to learn
- ▷ Adults will learn only what they feel they need to learn
- ▷ Adults learn by doing
- ▷ Adult learning focuses on problems and the problems must be realistic
- ▷ Experience affects adult learning
- ▷ Adults learn best in an informal situation
- ▷ Adults want guidance

What are my takeaways?

This worksheet should be used in conjunction with the information found at theorytopractice.weebly.com. In addition to understanding adult learning theory, successful application requires an understanding of how those principles can be used practically. This short list are the main considerations I take into account when initializing the process of creating projects and trainings for adults. It is not exhaustive and should be used only as a guide. Use this list, the worksheet, and the information from the website to evaluate what practices work best in your learning environment

- ▷ Relevance of Content
- ▷ Learner involvement in the process
- ▷ Acknowledge and inclusion of prior experience
- ▷ Immediately applicable skills
- ▷ Flexibility in the way content is taught