

24 EXPECTATIONS OF ADULT LEARNERS

Modified from "How Adults Learn—Connecting With Your Audience" (Langevin Learning Services) and "Train-the-Trainer" (Ed Jones Management Training Consultants)

1. Need to **know the benefits/value** of the class (why) and how it will add to their lives
2. Have **heavy demands of their time** and appreciate when it is respected
3. **Vary greatly** and learn best in the style that best connects with their intelligence, education, experience, emotional stability, or learning style
4. Bring a great deal of **life experience** and expertise into the classroom
5. Want to be **asked for examples** or situations from their experience and expertise
6. Are ultimately **responsible for their own learning**, yet expect a well-designed and well-instructed course that will create **conditions** under which learning can take place
7. Are more **problem-centered** than information-centered (learning is not its own reward for most)
8. Seek out learning in order to **cope with specific life-change** events or to look to make change
9. Need to be **involved in the discovery** and want a sense of involvement in what they learn
10. **Prefer self-directed and self-designed learning projects** (some say by as much as a 7 to 1 ratio*) over group learning experiences led by a professional—want to have a hand in shaping the curriculum and flow of the program
11. Prefer to learn from **the simple to the complex** and from the general to the specific; move from what they do know to what they do not know—from the old and familiar to the new
12. Need **information grouped** in chunks rather than a vast amount given at one time
13. Need **time to reflect** about a chunk of information
14. Appreciate **instructors who know their subject** and who present that subject effectively
15. **Dislike** long, noninteractive **lectures**
16. Learn best when **the instructor shows enthusiasm** for the subject matter
17. Want **interesting anecdotes**, examples, and stories that put life into dry material
18. Need **opportunities to ask** questions
19. Learn from **discussing** with others
20. **Hate to be embarrassed**
21. Want **clear instructions** or explanations
22. Look for material that is **relevant and problem solving**
23. Prefer to know **how to do** something rather than theory
24. Want to **celebrate** their success

* <http://bonnernetnetwork.pbworks.com/f/TTTAdultLearningSlides.pdf>