

Adult Learning Theories

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Learning Theory

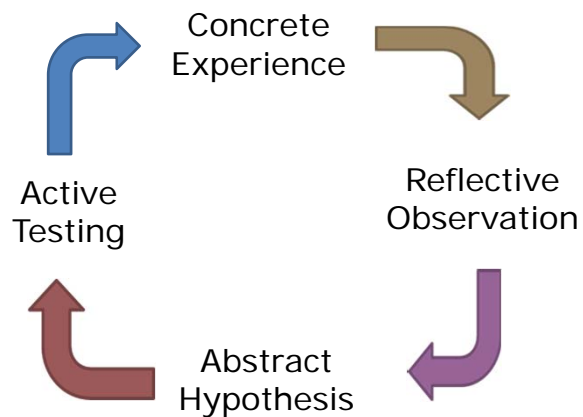


Adult Learning

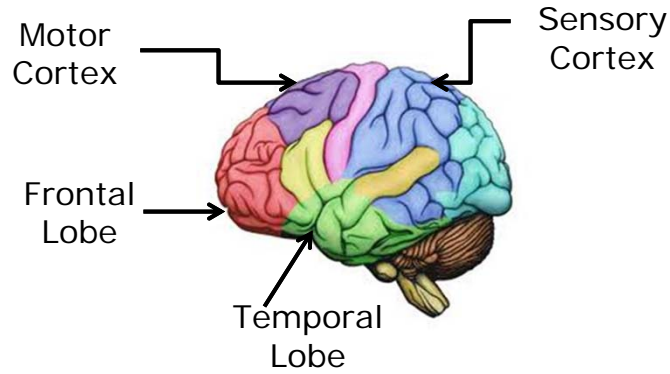
Adults:

- Decide what is important to learn
- Need to validate information based upon their beliefs and values
- Expect information to be immediately useful
- Have substantial experience
- May serve as a knowledgeable resource to trainer and learners

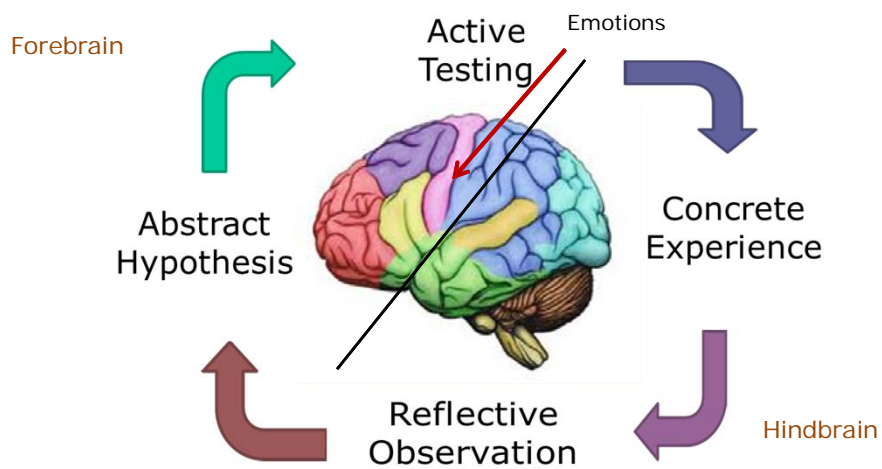
Experiential Learning



Experiential Learning



Experiential Learning

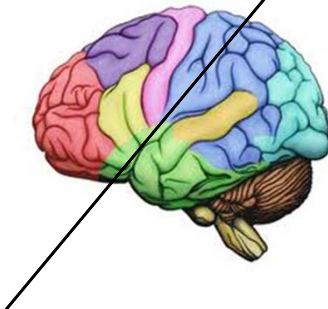


Zull, James

Experiential Learning

Hindbrain

- Senses Experiences
- Reflects on Experiences
- Automatic Behaviors
- 90%

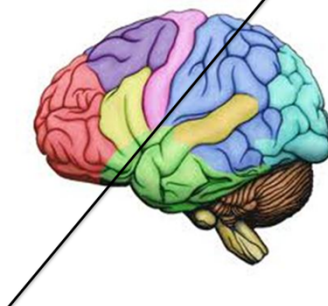


- Fast
- Short-term Memory
- Doesn't Learn Much
- Comfortable

Experiential Learning

Forebrain

- Generates new thoughts
- Analytic behavior
- 10%



- Slow
- Changes information to understand
- Uncomfortable

