

Engaging The Adult  
Learner

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Objectives

- Participants will recognize the importance of adult education in health care.
- Understand the different styles of learning and identify each participants learning style.
- Participants will learn ways to motivate and engage adult learners.
- Gain an understanding of the various models of learning.

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Why Adult Education?

- Governmental push to educate adults
  - Healthy People 2020
    - Reduce cost of healthcare
    - Prevent early onset of disease
    - Improve quality of life
  - Outcome based reimbursements
  - Rise of Malpractice Suits

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### Characteristics of Adult Learners

- Practical and results-oriented
- Less open-minded
- Slower Learners
- Use personal experience as a resource
- Motivated
- More Responsibilities
- High Expectations

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### Models of Learning

- Experiential Learning
- Passive Learning
- Active Learning

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### Experiential Learning

- Learning through experience
- Variety of strategies used during lectures:
  - Simulations
  - Case Studies
  - Demonstrations
  - Group Discussions

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### Active Learning

- Activities and discussions
- Adult learner is engaged in the lesson process
- Hands on Labs/Activities
- Group discussions/problem solving
  - Learning Circles
- Peer instruction
- Games and Challenges

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### Passive Learning

- Lectures
- Assigned reading
- Information received is internalized
- Learner is responsible for absorbing information
- Must have good listening and writing skills
- Learner receives no feed back

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### Learning Circles

- What are they?
  - Over 100 years old
  - Small groups
  - Share ideas, goals, practices, & experiences

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### Learning Circles Cont.

- How do they work?
  - Facilitator poses a question
  - Scribe takes notes
  - One person speaks at a time
  - Everyone gets a chance to speak
  - Participants listen with an open mind
  - Once everyone speaks- Opened up to group discussion

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### VARK Questionnaire

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### The Vark Model of Learning Styles

- Visual Learners
  - Graphic displays
  - Handouts
  - Videos
- Auditory (Aural) Learners
  - Lectures
  - Hearing information
- Reading/Writing Learners
  - Text-Based
  - Note takers
- Kinesthetic Learners
  - Tactile
  - Hands on experience
  - Touching and doing

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### Ways To Engage And Motivate Adult Learners

- Make it relevant
- Include activities that encourage exploration
- Use Humor
- Offer emotionally-driven content
- Keep cognitive overload in mind
- Add Suspense
- Consider their experience and educational background
- Offer immediate feedback
- Emphasize real-world benefits
- Use real world examples
- Practice makes perfect
- Make it visually compelling

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### Tips on Presenting

- Rehearse
- Make notes
- Communication skills
  - Verbal
    - What is said
    - Rate of speech
    - Volume, fluency
    - Enthusiasm
  - Non Verbal
    - Eye Contact
    - Body Language
    - Proximity
    - Posture
    - Facial expression

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### Evaluating Learning

- Evaluations
  - Course Objectives
  - How can the instructor improve?
- Behavior
  - During training- sleeping, paying attention, body language, asking questions, etc.
  - After training- Using skills learned, sharing info. With co-workers
- Pre/Post Testing

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## Summary

- Why Adult Education
- Characteristics of adult learners
- Models of Learning
- Learning Circles
- The VARK model of learning styles
- Ways to engage and motivate adult learners
- Tips on Presenting
- Evaluating Learning

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