Do you know the Learner? Who will be your audience?

Learner and Learning Style

- Active
- Reflective
- Sensing
- Intuitive
- Visual
- Verbal
- Sequential
- Global
Adult Learning Theory

- Realistic
- Self Directed
- Related and Relevant
- Direct and concrete experiences -- real work
- Ego involved
- Feedback
- Small-group activities
- Previous experiences, knowledge, self-direction, interests, and competencies
- Coaching and Follow up
Malcom Knowles Six Assumptions of Adult Learning

1. Need to Know
2. Experience
3. Self Concept
4. Readiness
5. Orientation
6. Motivation