

Background - How Adults Learn

Discuss the statements about adults and learning:

- Adults do not want to learn just to learn, but with the intention to satisfy their needs to fulfil their tasks better. (Learners have to assess and be aware of their needs)
- Adults learn when they are sincerely motivated to learn.
- Adults learn through a series of succeeding steps or phases. These steps have to be short and linked to each other in sections to give a progressive learning experience
- Each person learns in her own rhythm and speed. The learning session(s) has to be flexible, allowing learners to follow their own rhythm
- Adults learn more efficiently through experiences than through lectures or demonstrations
- Adults learn better when they have been informed about and/or involved in the definition of the goals of the learning session
- Adults need an opportunity to use what they learn in an experimenting situation, to control and strengthen the learning.
- Learning is not the result of transforming knowledge to passive receptors: it acquires an active and long lasting engagement from willing participants
- Adults learn in a non-judging atmosphere with the characteristics: openness, mutual understanding and acceptance, faith and care
- Experiences that lead to a better self-image are enhancing for learning

(Statements from WAGGGS International Trainers' Forum 1994)

Taken from WAGGGS Facilitation Guide 2012