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## PRINCIPLES OF ADULT LEARNING

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**INSTRUCTIONS** Fill in the blanks using the terms from the word bank on the left

- 1** Adults learn because they \_\_\_\_\_ or \_\_\_\_\_ learn. Adults learn because they want to apply learning to the problems and needs they face. Adults also learn because they want to improve their lives (personal or professional).
  
- 2** Adults have \_\_\_\_\_ learning styles. They learn most readily when their preferred methods are used.
  
- 3** Adults learn best in an \_\_\_\_\_ atmosphere.
  
- 4** Adults learn best when \_\_\_\_\_ application is encouraged. Adults learn through hands-on practice. Lectures are the least favorite method of knowledge exchange.
  
- 5** Adults see themselves as \_\_\_\_\_ and \_\_\_\_\_. They expect to be treated with respect and to have some control over their learning experience.
  
- 6** Adults bring a wealth of \_\_\_\_\_ to the learning setting. They play many roles in life, lead busy lives, and expect to contribute to their learning experience.
  
- 7** Adults learn best when they can \_\_\_\_\_ learning to what they already know. Adults reflect on their learning experiences and are able to relate them to current knowledge. What they have already internalized may act as a barrier or a catalyst to learning something new.
  
- 8** Adults have ideas to \_\_\_\_\_. Effective trainers build in time for participant contributions.

Source: ATD Training Certificate Program

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## PRINCIPLES OF ADULT LEARNING

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**INSTRUCTIONS** Fill in the blanks using the terms from the word bank on the left

- 1 Adults learn because they want to or have to learn. Adults learn because they want to apply learning to the problems and needs they face. Adults also learn because they want to improve their lives (personal or professional).
- 2 Adults have different learning styles. They learn most readily when their preferred methods are used.
- 3 Adults learn best in an informal atmosphere.
- 4 Adults learn best when practical application is encouraged. Adults learn through hands-on practice. Lectures are the least favorite method of knowledge exchange.
- 5 Adults see themselves as responsible and self-directed. They expect to be treated with respect and to have some control over their learning experience.
- 6 Adults bring a wealth of experience to the learning setting. They play many roles in life, lead busy lives, and expect to contribute to their learning experience.
- 7 Adults learn best when they can relate learning to what they already know. Adults reflect on their learning experiences and are able to relate them to current knowledge. What they have already internalized may act as a barrier or a catalyst to learning something new.
- 8 Adults have ideas to contribute. Effective trainers build in time for participant contributions.

Source: ATD Training Certificate Program