



Adult Learning Concepts
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6 Tenets of Adult Learning

1. Adults are internally motivated and self-directed
2. Adults bring experiences and knowledge to the learning
3. Adults are goal oriented
4. Adults are relevancy-oriented
5. Adults are practical
6. Adults need to be respected

4 “I”s of Adult Learning

1. Induct
 - Goals/objectives
 - What take-aways will be
 - Why/how relevant
 - Engage them/exercise
 - Action plan
 - Role play
 - Pass the scruffy to share a learning point
 - Strategy planner
 - Case studies
 - Table team scenarios
 - Group teach-backs
 - Draw it
2. Input
 - Data
 - New content
3. Implement
 - What, so what, now what?
 - Role play
 - Practice in a safe environment
4. Integrate
 - Provide space for public accountability
 - Pair and share