

The Ultimate Cheat Sheet On Adult Learning

Introduction to Adult Learning

Adult learning, or **Andragogy**, is a teaching method that uses adults' independence, experiences, and focus on practical, goal-based learning.

THE PRINCIPLES OF ADULT LEARNING

Adults have different learning requirements and expectations than those of children or adolescents.

Adult Learners are...

Learning on Their Own

They like to take charge of how they learn.



Learning from Experience

Adults use what they already know to learn new things.

Learning What Matters

They focus on skills that solve real-life problems.



Learning by Doing

Practice helps them understand better.

ADULT LEARNERS VS CHILD LEARNERS



Learning evolves as we grow, adapting to our changing needs, experiences, and motivations at every stage of life.

Understanding how **adults** and **children** learn differently improves teaching and self-study.



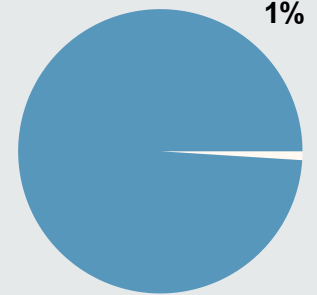
Adults are focused on goals, build on what they already know, and prefer to learn independently.



Children, on the other hand, are motivated by rewards and enjoy using their imagination.



REALITY OF ADULT LEARNING



Only **1% of the typical workweek** is spent on training and development



4 MINUTES

is the **ideal video length** for most learners.



80%

of **workforce learning** happens on the job through interactions with colleagues and managers.



62%

of **professionals** report that having paid for training out of their own pockets.

Adult Learning Styles

Adults learn best through distinct styles that shape how they absorb knowledge. Recognizing your style—or combination—can enhance learning. Here are the four main styles:

Visual Learners

Auditory Learners

Kinesthetic Learners

Read/Write Learners

Most adults use a mix of styles, so matching techniques to preferences improves learning outcomes.



Adult learning enhances knowledge and skills.



This improves **organizational performance** as learners apply knowledge to their work.

Assess and Evaluate Adult Learning

Adults bring unique experiences and motivations to learning, making it essential for **assessment and evaluation** methods to be clear, practical, and aligned with real-world applications.

MEASURE LEARNING OUTCOMES

Learning outcomes guide assessments, ensuring they effectively measure skills and knowledge.

Before doing an assessment, make sure to:

- 01** State measurable goals for what learners should achieve.
- 02** Combine tests, surveys, and practical tasks to evaluate knowledge and skills.
- 03** Share constructive insights to address gaps and reinforce learning.

DESIGN EFFECTIVE SKILL ASSESSMENTS



ALIGN WITH OBJECTIVES

Ensure assessments match learning goals and evaluate intended outcomes.



INCORPORATE VARIETY

Use quizzes, projects, and presentations to engage different learning styles.



FOCUS ON REAL-WORLD TASKS

Create tasks that mirror practical scenarios to bridge theory and application.



PROVIDE FEEDBACK

Offer timely feedback to guide improvement and reinforce learning.

Types of Assessments



Quizzes

Quick checks to reinforce key points and identify gaps.



Projects

Apply knowledge through problem-solving tasks.



Presentations

Assess understanding and communication skills.



Peer Reviews

Encourage collaboration, new perspectives, and critical thinking.



Self-Assessments

Help learners reflect on strengths and address weaknesses.

Adult Learning Technology

Technology makes learning easier, more engaging, and accessible for everyone. With the right tools, you can create better learning experiences for all.

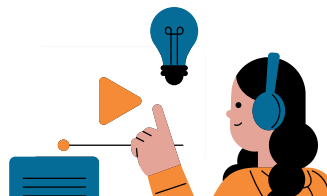


Create Accessible Learning

Ensure digital learning is inclusive with accessibility tools like alt text for images, subtitles for videos, and keyboard navigation to support all learners.

Use LMS to Simplify Learning

Platforms like **CustomGuide** offer customizable courses, organize content, track progress, and foster collaboration for effective learning.



Choose the Right Tools

Boost engagement with tools like Quizlet for self-study, Zoom for collaboration, and Kahoot for interactive assessments.



67%

of **learning institutions** does not have perfected the use of analytics to monitor LMS processes.

76%



of **online learners** are using their own devices to access training materials.

Remember: If **learning materials** are not accessible to learners, it can limit their ability to fully engage and succeed.



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Hiring
HR
Talent Management



Leadership

Leadership
Management
Project Management



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Instructional Design
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