

IMPORTANT ADULT LEARNING PRINCIPLES

RESPECT - the learner feels heard, honored and respected as a person, not for what he or she knows or does not know.

IMMEDIACY - the learner sees how new knowledge, skills and attitudes can be applied right now.

EXPERIENCE - the learner learns more when their lessons (learning) are related to real life experiences.

20/40/80 Principle (cited by research)

**we only use 20% of what we hear
we use 40% of what we hear and see
we use 80% of what we discover ourselves.**

PHILOSOPHY OF LEARNING BY EXPERIENCE

- Listen....and I forget
- See.....and I remember
- Do.....and I understand
- Discover....and I use it