

# **Adult Learning Principles and Styles**

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# Objectives

Explain the role of the Field Training Officer as a trainer.

Identify and Explain the principles of adult learning.

Examine the different learning styles.

Explain the obstacles to the learning process.

# The FTO as a Trainer

As Field Training Officers, your primary role is to be a trainer/facilitator.

Transition from academy to “real world”

Formal and informal

Feedback

Debriefing

# Characteristics of Adult Learners

Control over learning

High motivation to learn

Pragmatic in learning

Learning may be a secondary role

Resistant to change

Adult learners are more diverse

Draw on past experiences in learning

Learning is often self-initiated

Learning is aimed at an immediate goal

# Learning Styles

Learning styles are a set of traits that determine how an individual perceives and responds to a learning environment.

# Learner Types;

Left Brain / Right Brain

Concrete / Abstract

Active / Reflective

Myers & Briggs

LTM - Types 1, 2, 3, 4

Visual, Auditory, Kinesthetic/Tactile

# What kind of Learner are you?

Take the  
Learning Styles  
Quiz



# Learning Styles – Overview



Visual - 65% of population



Auditory - 30% of population



Kinesthetic/Tactile - 5% of population

# Visual Learners Typically...



Remember what was read or seen in a presentation



Don't retain what they hear over a long period of time



Think in pictures, use “scenes” to describe



Have vivid imaginations



Associate color with information



Remember faces, but not names



Like written reports better than verbal ones

# Auditory Learners Typically....



Talk while they write



Are sophisticated speakers



Remember by listening



Remember what they hear  
in a lecture or presentation

# Kinesthetic Learners Typically...



Move all the time



Are well coordinated



Are “doers”, not big  
“talkers”



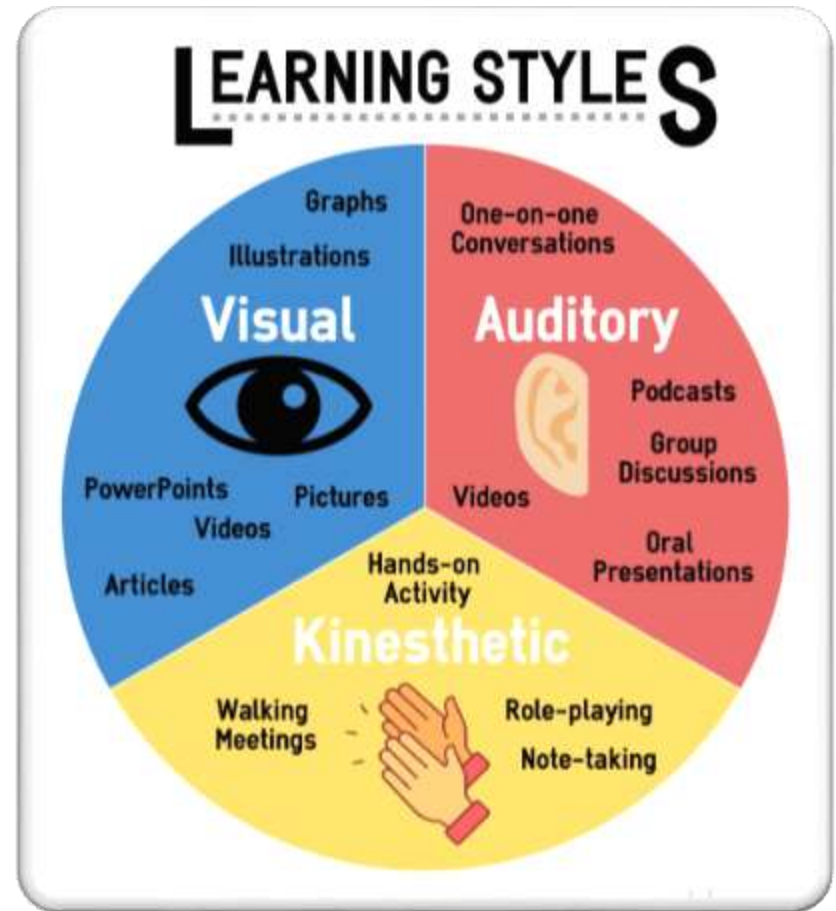
Like to take things apart, put  
them back together to learn  
how things work

# Understanding Adult Learners



# Listing Activity

What can you do to support your trainee based on their unique learning style?



# Training Styles



1. LECTURE -  
PRESENTATION



2. TALK THROUGH  
METHOD; STEP-BY-STEP  
DEMONSTRATION

# Training Styles – Lecture/Presentation

One way channel of communication of information.

Trainees' involvement is just to listen and sometimes pen down some notes if necessary.

# Training Styles – Lecture/Presentation

## *Advantages of Lecture Method of Teaching*



Large amount the topics can be covered in a single timeframe.



Learning material is not required.



Trainees listening skills are developed.



There is a logical arrangement of the material.

# Training Styles – Lecture/Presentation

## Disadvantages of Lecture Method of Teaching



Instructor delivers the same lecture to all trainees without recognizing the individual differences.



Trainees are not able to get the full advantage of the lecture.



Lectures are often forgotten by the trainees soon after, while learning is retained if activities are experienced.



Attention level is not the same while trainees are listening to the lecture.

# Training Styles – Talk-Through/Step-by-Step Method



Instructor provides information in sequential order, one at a time.



Trainees' observe each step and perform the duty alongside the instructor.

Reaches a variety of learning styles

Provides trainees with specific information that is broken down for them

The instructor can model each step for the trainee

As mistakes are made, the instructor can provide immediate feedback and correction to the trainees

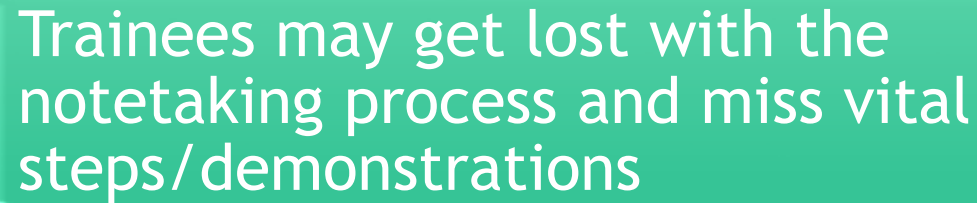
Trainees are actively engaged in what they are learning

## **Advantages of Talk-Through/Step-by-Step of Teaching Method**

Can be confusing to some learners



Trainees may get lost with the notetaking process and miss vital steps/demonstrations



For more complex information, this method of instruction is too cumbersome



## **Disadvantages of Talk-Through/Step-by-Step of Teaching Method**

# Obstacles to Learning

- ▶ Personality conflicts
- ▶ Language or culture
- ▶ Trainee's ability



# The Question Is....

- ▶ Really????



# LESSON ASSESSMENT

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How can you use learning styles information as you train the new officer?

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What have you learned about yourself as a learner?


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What do you know about learners in general?

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What have you learned that will help you as an FTO?

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Rotate around the room to provide input for the following questions. You will have 3 minutes at each question.



Make sure that you give the trainee every opportunity to learn before you say it is a lack of ability. You should be doing everything you can to make sure the trainee completes the field training successfully. Ultimately you, the FTO, will be the first one to make the initial determination if the trainee should move on to solo duty, or be terminated.

## The Final Thought



**What Questions Do You  
Have For Me?**