

A close-up photograph of a hand holding a pen over a document, with a blurred background of technical equipment. The pen is a silver and black ballpoint pen, and the document is a white sheet of paper with some faint text. The background shows various mechanical parts and wires, suggesting a technical or industrial setting.

# Principles of Adult Learning: Self Direction & Participation

Nolan Habegger  
Global Training Leader, GE Oil & Gas  
July 15, 2015

# Components of Self Direction

## Planning

The learner is encouraged to pursue development within a defined framework.

Well-defined role-based development paths

Comprehension of the role's competency requirements

Understanding of the standards for competence assessment

Clear training progressions

Opportunity to access training and support easily and often

## Facilitation

Learners take the initiative to engage in learning with limited direction.

Discovery vs. Instruction (telling isn't training)

Opportunities for trial and error  
– learning from mistakes

Active problem-solving and application of processes

Post-learning support reinforces performance and produces the desired outcome.

## Evaluation

The learner can measure their own performance against the standard.

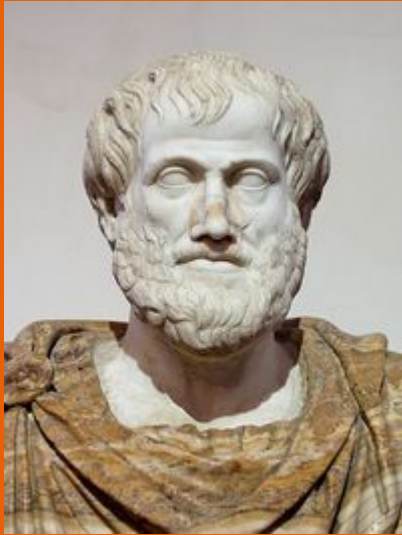
Provides a context and justification for learning.

Reinforces formal assessment and provides motivation

**Before:** What are the gaps I need to fill? What are the standards?

**During:** How am I progressing against the standard?

**After:** How will I improve the quality of my performance?



“For the things we have to learn before we can do them, we learn by doing them.”

Aristotle

*The Nicomachean Ethics*



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**Imagination at work.**

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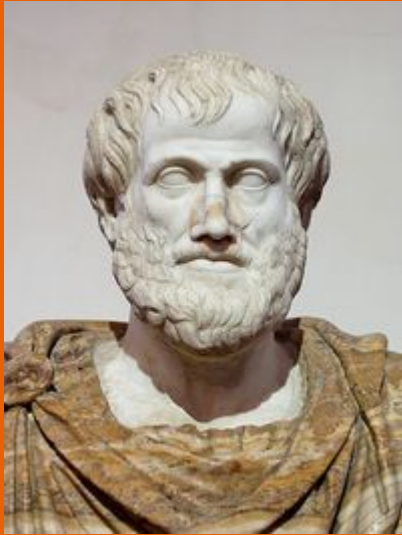
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