



**NOBLE L&D** Our People... Our Legacy

# Adult Learning Theory

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# Brené Brown on Blame

# Do you know the Learner? Who will be your audience?

## Learner and Learning Style

- Active
- Reflective
- Sensing
- Intuitive
- Visual
- Verbal
- Sequential
- Global



# Adult Learning Theory

- **Realistic**
- **Self Directed**
- **Related and Relevant**
- **Direct and concrete experiences -- real work**
- **Ego involved**
- **Feedback**
- **Small-group activities**
- **Previous experiences, knowledge, self-direction, interests, and competencies**
- **Coaching and Follow up**



# Malcom Knowles Six Assumptions of Adult Learning

1. **Need to Know**
2. **Experience**
3. **Self Concept**
4. **Readiness**
5. **Orientation**
6. **Motivation**

