

# Principles of Adult Learning

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- ❑ Learning is a participative process; Client and coach collaborate fully in:
  - ❖ Needs assessment
  - ❖ Program design
  - ❖ Setting expectations
  - ❖ Program implementation
  - ❖ Program evaluation
- ❑ Experientially based:
  - ❖ Takes client's past and present experience into account
  - ❖ Learning based on experience level of client
  - ❖ Client has opportunity to reflect on the learning and integrate into their current function and responsibilities
  - ❖ Problem posing and problem solving used to apply knowledge
  - ❖ Client can apply learning in current activities
- ❑ Mutual Respect: a climate of respect which encourages participation
  - ❖ Physical setting is conducive to learning