

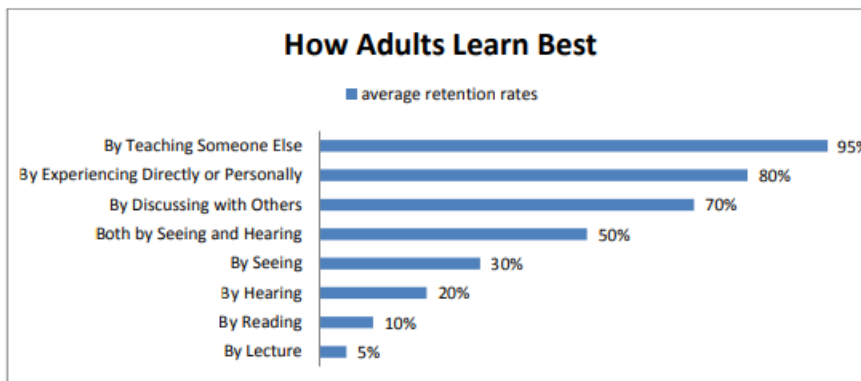
Adult Learning Resource Guide

Optimize your presentations for a lasting impact! We've curated coaching tips and tools to enhance your success as an NCS speaker. For first time presenters to veteran speakers, boost your confidence and hone your message with these helpful resources.

Adult Learning Principles

Use Adult Learning Principles Guidelines to tailor your presentation to adult learners:

- **Adults are voluntary learners**
 - They prioritize learning based on the content's relevance and practical application.
 - Use clear outcomes, real-life examples, and connections to existing knowledge to enhance engagement.
- **Adults like to know the plan**
 - Articulate clear learning outcomes to provide a roadmap for success.
 - Logical progression in learning helps adults understand the direction of the content.
- **Adults learn best actively**



Adapted from the National Training Laboratories (NTL) for Applied Behavioral Science

- Passive learning methods can overwhelm a person. Active participation, like analyzing, discussing, or demonstrating, enhances their retention.
- Incorporate real-life scenarios and interactive activities to deepen the audience's understanding.
- **Adults bring prior knowledge and life experience to a learning session**
 - Encourage your audience to reflect and share prior knowledge to enrich the learning process.
- **Adults learn best by repetition and reinforcement**
 - Create meaningful associations to significantly boost retention.
 - Personal relevance in learning permits deeper understanding.
- **Adults like variety in information presentation**

- Attention is highest when a learning activity includes something unexpected (humor, activity, visual aid, interaction, engagement, etc.).
- **Adults like digestible content**
 - Research shows audience attention is highest when something unexpected (humor, activity, visual aid, interaction, engagement, etc.) occurs in a learning activity.
 - Less is more when it comes to learning — focus on key elements and strategic learning outcomes to prevent cognitive overload and aid learning transfer.

Effective Learning Outcomes

Learning outcomes state what learners will know, understand, or do after attending your presentation. Define learning outcomes at the start and revisit them at the end of each session.

Effective outcomes drive content development, ensure accountability, offer clarity, and establish a solid learning foundation. When crafting outcomes, use SMART criteria:

- **Specific:** Focus on the key elements; the action should be observable.
- **Measurable:** Include a measurement that can be observed or counted.
- **Action Oriented:** Incorporate action verbs; identify what action the learner must perform.
- **Reasonable:** Action should be realistic and achievable.
- **Time-bound:** Outcome can be achieved in the time allotted.

Additionally, always consider whether you can assess the learner’s action immediately after the session. If not, the learning outcome is not effective.

Examples of Strong Action Verbs

Knowledge	Understand	Apply	Analyze	Evaluate	Create
Define	Describe	Illustrate	Classify	Conclude	Design
Identify	Summarize	Demonstrate	Compare	Distinguish	Compose
Recognize	Explain	Determine	Examine	Appraise	Develop