Building Blocks of Adult Learning

**COGNITIVE SCIENCE**
Brains love novelty, so:
- Vary pace
- Vary medium and modality
- Vary grouping

**CHUNKING:**
- Break information into chunks that working memory can handle
  1. Contain < 5 things
  2. Last < 20 minutes
  3. Organized in a way that is useful
- Allow for both **processing and settling time**
  1. Time for doing and applying
  2. Time for reflection and pauses

**BOB PIKE’S 90:20:8 RULE**
Adults can:
- Listen with understanding for **90** minutes
- Retain for **20** minutes
- Stay engaged when involved every **8** minutes

**5 KEY STRATEGIES (derived from Knowles):**
1. Meet adults **where they are**
2. Find out **what they want**
3. Use **what they know**
4. Link to their **individual goals and priorities**
5. Make sure they can measure and **self-assess** their gains

**MALCOLM KNOWLES**
Adults:
- are internally motivated and self-directed
- bring life experience and knowledge to learning
- are goal oriented
- are relevancy oriented
- are practical
- desire respect

**CHUNKING:**
- Break information into chunks that working memory can handle
  1. Contain < 5 things
  2. Last < 20 minutes
  3. Organized in a in a way that is useful
- Allow for both **processing and settling time**
  1. Time for doing and applying
  2. Time for reflection and pauses