

# TYPICAL CHARACTERISTICS OF ADULT LEARNERS

*Any of these sound familiar?*



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*HIGHLIGHT characteristics which apply most to your learners:*

<b>Autonomy</b> Adults typically prefer a sense of control and self-direction. They like options and choice in their learning environment.	<b>Wealth of Knowledge</b> In the journey from childhood to adulthood, people accumulate a unique store of knowledge and experiences. They bring this depth and breadth of knowledge to the learning situation.
<b>Goal-oriented</b> Many adults have specific goals they are trying to achieve. They prefer to partake in learning activities that help them reach their goals.	<b>Emotional Barriers</b> Through experience, adults may fear a subject, have anxiety about a subject. These emotions can interfere with the learning process.
<b>Practical</b> Adults prefer practical knowledge and experiences that will make work easier or provide important skills. In other words, adults need personal relevance in learning activities.	<b>Results-oriented</b> Adults are results-oriented. They have specific expectations for what they will get out of learning activities and will often drop out of voluntary learning if their expectations aren't met.
<b>Learning by experience</b> Many adults prefer to learn by doing rather than listening to lectures	<b>Outside responsibilities</b> Most adult learners have numerous responsibilities and commitments to family, friends, community and work. Carving out time for learning affects adult learners.
<b>Big Picture</b> Adults require the big picture view of what they're learning. They need to know how the small parts fit into the larger landscape.	<b>Motivation</b> Learning in adulthood is usually voluntary. Thus, it's a personal choice to attend education, in order to improve job skills and achieve professional growth.



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