

Best Practices in Adult Learning

Note: As you work through this list of questions, think about a training you have presented or attended. How would you use that content using this format? If you can't think of a training idea, consider developing a training around a topic you know well, even if it's not related to your job—it could even be a silly topic! Some ideas to consider:

- Teaching a new employee about good hygiene practices
- Teaching a class on good teamwork in the kitchen
- Teaching someone how to properly care for a cat
- Teaching a class on baking bread (or another hobby)

Adult learners and Training Content:

- What would you add to this list of the pros and challenges of working with adult learners?

- What 3-5 stories can you tell that relate to this content?

Introduction and Anticipatory Set:

- What are some examples of an anticipatory set?

- How do you "set the stage" for the learner?

- What does this look like on a virtual event?

- What does this look like for live training?

First Block of Content:

- What content would you deliver?

- What tools would you use?

- What does this look like on a virtual event?

- What does this look like for live training?

First Interaction and Engagement Opportunity:

- What activities would you have the learners do?

- What tools would you use?

- Second block of content:

- What content would you deliver?

- What tools would you use?

- What does this look like on a virtual event?

- What does this look like for live training?

Second Interaction and Engagement Opportunity:

- What activities would you have the learners do?

- What tools would you use?

- What does this look like on a virtual event?

- What does this look like for live training?

Conclusion:

- What activities would you have the learners do to help them draw conclusions and wrap up the session?

- What tools would you use?

- What does this look like on a virtual event?

- What does this look like for live training?

3 Zoom Apps for Interactivity

- [Kahoot](#)
- [Scribble Together](#) (whiteboard app)
- [Mentimeter](#) (polls, quizzes, word clouds, etc.)