

Tips on facilitating adult learning

The Asset-Building Network has brainstormed the following tips when facilitating adult learning, including when we are presenting to parenting adults. And because it is just as important to build a relationships with your audience as it is to share the information effectively, we have structured the tips in Search Institute's Developmental Relationships Framework.

EXPRESS CARE

- Set a tone of non-judgement and safety.
- Greet participants as they enter the room and attempt to learn names.
- Use an icebreaker to get to know them better.
- Keep the atmosphere light.
- Start on time and end on time.
- Provide refreshments and nourishment.

CHALLENGE GROWTH

- Incorporate time for discussion and questions.
- Keep key messages clear and simple. Ask lots of questions for reflection.
- Brainstorm different ways the information applies to you.
- Collaborate in small groups.
- Emphasize discovery, curiosity and importance of practice.

PROVIDE SUPPORT

- Create a calm and inviting environment.
- Share some heart-warming personal stories from family or work to illustrate a point.
- Validate opinions, feelings and ideas.
- Follow-up with people if needed.
- Explain that this environment is safe and we are all learners.

SHARE POWER

- Take your professional hat off – we all have expertise, life experience and skills to share.
- Give them an opportunity to give you feedback in a circle, survey, email.
- Ask participants to share their stories, expertise, ideas.
- Offer choices when possible.

EXPAND POSSIBILITIES

- Offer concrete examples and ideas. Small things make a big difference.
- Help them make connections to community.
- Allow time for networking.
- Find a way for people to make a commitment to something they will do today, tomorrow or next week.