

Characteristics of Adult Learners

1. **Self-directed** in their own learning: Adults have a sense of self and do not like when others impose their wills on them.
2. Need to see **application** of learning: Adults want to know how the new knowledge will benefit them, immediately, at work or in life.
3. Need to be ready and **motivated** to learn: Adults learn better in response to internal motivation.
4. Need to relate new learning to their **experience**: Adults have vast knowledge and experience. There is a need to (1) recognize that and not act as if they are a blank slate and (2) ensure they know how their own experience relates to what they are learning.
5. Should be involved in the **planning** and **evaluation** of their own instruction.
6. **Problem-oriented** instead of content-oriented: Adults are not generally driven to learn new content for learning's sake but instead so they are equipped to address a problem.

For more information on ITLC's Train-the-Trainer Programs:

- View Program Descriptions:
 - o [Level 1: Adult Learning Theory and Teaching Techniques](#)
 - o [Level 2: Creating Courseware that Works](#)
- Visit the ITLC / TWC booth at the Making Connections Conference
- Contact Program Director of Instructional Design Julie Deibel-Pundt at jdeibelpundt@transportcenter.org