



I don't know about you, but I CONSTANTLY heard this as a kid growing up when I asked my parents why I had to do something.

I could not WAIT to be a parent so I could say this!

Fortunately, I became a trainer before becoming a parent.

As a new trainer, I quickly learned that most adults – indeed, most people regardless of age - need to know the WHY before they can successfully and effectively change their behavior. Individuals need to know the rationale and benefits of changing their behavior so they can more quickly adopt the new way.

Here are some other things to consider regarding how adults learn best:

1. Adults prefer to determine their **own** learning experiences.
2. Adults are motivated to learn when **THEY** identify they have a need to learn.
3. Adults are motivated by **societal or professional pressures** that require a particular learning need.
4. Adults can be motivated to learn when the **benefits** of a learning experience outweigh the learner's resistance.
5. Adults use their knowledge from years of experience as a filter for new information and **don't change readily**.
6. Adults learn best from their own **experiences**.

7. An adult's experience is a filter that can function as a **catalyst or barrier** to learning something new.
  8. 90% of what adults learn and retain in long-term memory is tied to previous knowledge ("velcro" learning).
  9. Adults like tangible **rewards and benefits** from training.
  10. Adults retain learning that they **discover** and forget much of what they are told.
- If you are new to the learning and development field and the concepts of adult learning, we're here to help!

For more information on Adult Learning Techniques and how to make your training more interactive, memorable and STICK, click below on the following resources we have especially for you:

***Demystifying Adult Learning Techniques*** - One-Hour Training Essentials Virtual Mini delivered LIVE August 8th!

***Facilitate Training For Results!*** - One-Day Workshop Coming this Fall.

***Take Your Training from Snore to Score: Make Adult Learning Come to Life!*** - One-Day Workshop Coming this Fall.

Now... time to adult!

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