



## THE TERRIBLE TWO'S!

For anyone who has been around toddlers, you know that it's often quite a challenge to get them to do anything they don't want to do.

Hmmm, have you seen this behavior exhibited at any other time? Perhaps in a learning environment full of ADULTS?

Adults don't like to be treated like children. Even though they can sometimes whine and misbehave, we still need to treat them as adults in order to establish an effective and engaging learning environment.

This is why it is vital to infuse adult learning theory, or andragogy (as opposed to pedagogy, methods and practice of teaching children), into the design and facilitation of training adults.

There are several adult learning principles to keep in mind when working with adults. Here are just a few:

1. Adults like to make choices.
2. Adults don't like to have their time wasted.
3. An adult's previous experience can act as a catalyst or barrier to new knowledge and skills.
4. Adults enjoy *practical* problem-solving.
5. Adults are motivated to learn when THEY have identified the need to learn.

To learn more about how to incorporate adult learning principles and theory into your training, please click [HERE](#) and check out our workshops *Facilitate Training With Impact!* and *How to Design Effective Training Programs*.

To be effective in any adult learning environment, you simply *have to* honor adult learning. Otherwise, you may see a return of the toddlers!

*Time for adult-ing!*

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## The Training Clinic

We're all on this journey together!

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