

Adult Learning Checklist

How will you know if a learning opportunity satisfies the six principles of andragogy? *Use this checklist to evaluate it.*

Need to Know (Relevance)

- ☐ Describes the relevance for the learner
- ☐ Relates to skills that a learner needs to acquire

Learner's Self-Concept (Learner Controlled)

- ☐ Includes at least one self-directed experience
- ☐ Provides options for individuals to direct the order of their learning

Role of Learner's Experience (Respect Prior Experience)

- ☐ Draws examples from the learners' prior experiences
- ☐ Allows learner to self-assess learning gaps

Readiness to Learn (Timely)

- ☐ Provides a chance for learners to take the next steps in their roles
- ☐ Contains information that can be used in the next 30 days

Orientation to Learning (Scenario- or Case-Based)

- ☐ Connects with participants' roles
- ☐ Provides scenarios or examples related to the learner's interests or real-world

Motivation (Self-Motivated)

- ☐ Highlights how learning can help learners achieve job satisfaction
- ☐ Activities that engage learners on an emotional or intellectual level
- ☐ Incorporates the value of trial-and-error strategy and does not penalize learners for failing