



# Introduction

## KEY FINDING ON HOW ADULTS LEARN BEST

### **Adults must want to learn**



You will learn more effectively only if you really want to learn/change.

### **Adults learn best by managing their own learning.**



The more decisions you make around your own learning strategies, the more likely you will be motivated to get the most out of the learning experiences..

### **Adults learn in different ways, depending on their background and preferred learning styles.**



You will benefit from understanding how you learn best.

### **Adults learn by doing**



You will learn more effectively through action learning - dealing in real time with a problem that has no preset solution (on-the-job actions, highly interactive courses).

### **Adults learn by evaluating their own progress.**



You should measure and note your progress.

### **Adults learn by using a variety of learning methods**



You should access different learning strategies: readings, on-the-job challenges, mentors, coaches, formal learning courses, learning journals, videos, assessment tools.