



Center for Leadership and Innovation in Medical Education (CLIME)

All interested in growing as educators in the health professions welcome!

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ADULT LEARNING THEORY IN ACTION!

1. Be transparent about your course design and plans. Share goals and objectives in advance of each session. Give learners a preview of what they will learn, and tell them how they will use the content now or in the future, to increase motivation.
2. Encourage active learning (students actively participate in their learning) to help students progress from dependent to self-directed learners.
3. Support learners when they express interest in knowing more about a certain topic (even if not originally planned).
4. Purposefully integrate into your sessions and assignments multiple opportunities for learners to reflect on their past experience and compare it with the new knowledge.
5. Promote the immediate application of knowledge with assignments or tasks that enable them to relate the new knowledge with their organizations.
6. Provide activities that prompt learners to tie what they are learning back to their own lives and work.

SUMMARY

1. Engage learners with information that is relevant, timely and useful.
2. Draw upon prior learner experience.
3. Motivate intrinsic learning through real-world experiences.
4. Develop an engaging and safe learning experience.
5. Participate in a bidirectional feedback process with learners.