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# **From Millennials to Traditionalists: Teaching and Learning Strategies of Generational Learners**

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# Today's Objectives....



- Participants will...
  - Engage in discussion
  - Think about how and what you say when teaching
  - Have fun



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# Think for just a minute....



- Describe a situation where you walked away saying:

“I really learned something today”



## Malcom Knowles...



- Adults are *autonomous* and *self-directed*.
- Adults have accumulated a foundation of *life experiences* and *knowledge*
- Adults are *goal-oriented*
- Adults are *relevancy-oriented*;
- Adults are *practical*
- Adults need to be shown *respect*



# How Do Adults Remember What They've Learned?



90% when they teach someone else/use immediately.

75% when they practice what they learned.

50% when engaged in a group discussion.

30% when they see a demonstration.

20% from audio-visual.

10% when they've learned from reading.

5% when they've learned from lecture.

\*\*\* Taken from "NTL Institute for Applied Behavioral Science, Arlington, VA

# Learning is Not a Spectator Sport



- *How* you teach is as important as *what* you teach



# What motivates you to learn?



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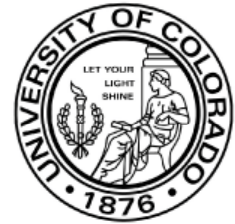
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# What Motivates Adult Learners?



- **Social relationships:** Associate with people and make new friends.
- **External expectations:** Told to come to class or someone in authority recommended they attend.

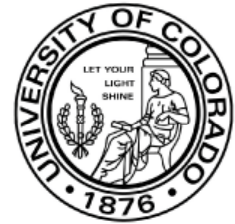
## What Motivates Adult Learners?



- **Social welfare:** to better serve mankind, Serve their community, and improve their participation in community work.
- **Personal advancement:** higher job status, professional advancement, and to beat competitors.



# What Motivates Adult Learners?



- **Escape/Stimulation:** to relieve boredom, provide a break in the routine of home or work, and provide a contrast to other exacting details of life.
- **Cognitive interest:** to learn for the sake of learning, seek knowledge for its own sake, and to satisfy an inquiring mind.



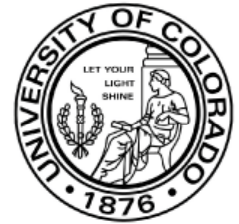
# What Keeps You From Learning



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# Four Critical Elements of Learning



1. motivation
2. reinforcement
3. retention
4. transference



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# How do you learn best?



AUDITORY. Tape lectures to fill in gaps in notes. But do listen and take notes, reviewing notes frequently. Sit in the lecture hall or classroom where you can hear well. After you have read something, summarize it and recite it aloud.

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# How do you learn best?



**VISUAL.** Look at all study materials. Use charts, maps, Videos, notes and flashcards. Practice visualizing or picturing words/concepts in your head. Write out everything for frequent and quick visual review.



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# How do you learn best?



TACTILE learner, trace words as you are saying them. Facts that must be learned should be written several times. Keep a supply of scratch paper for this purpose. Taking and keeping lecture notes will be very important. Make study sheets

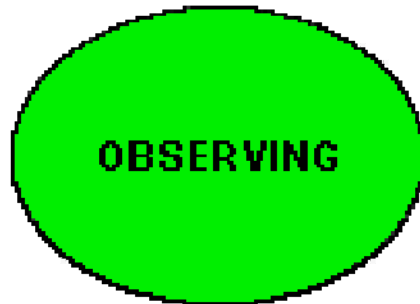
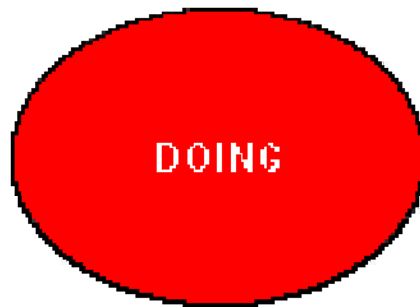


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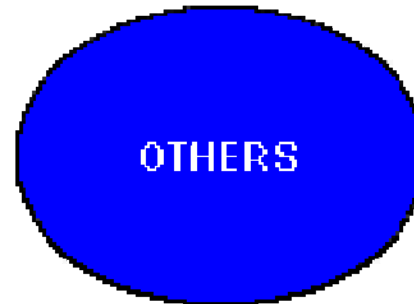
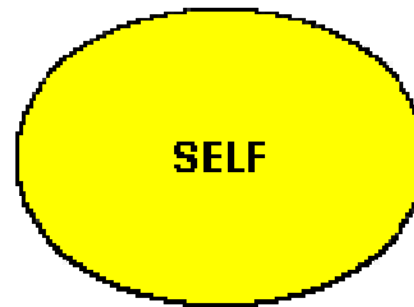


# A Model of Active Learning

**EXPERIENCE OF:**



**DIALOGUE WITH:**



L. Dee Fink  
Reprinted with permission, University of Oklahoma Instructional  
Development Program

  
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# A Model of Active Learning



- Expand the Kinds of Learning Experiences You Create.
- Take Advantage of the “Power of Interaction.”
- Create a Dialectic Between Experience and Dialogue



# Generational Learning



Traditionalists (65-89)

Baby Boomers (45-64)

Generation X-ers (29-44)

Millennials (18-28)



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