

Tips on Facilitating Adult Learning Through Relationships

The Asset-Building Network has brainstormed the following tips when facilitating adult learning, including when we are presenting to parenting adults. And because it is just as important to build a relationships with your audience as it is to share the information effectively, we have structured the tips in Search Institute's Developmental Relationships Framework.

EXPRESS CARE

- Set a tone of non-judgement and safety
- Greet participants as they enter the room and attempt to learn names
- Use an icebreaker to get to know them better
- Keep the atmosphere light
- Start on time and end on time
- Provide refreshments and nourishment

CHALLENGE GROWTH

- Incorporate time for discussion and questions
- Keep key messages clear and simple. Ask lots of questions for reflection.
- Brainstorm different ways the information applies to you
- Collaborate in small groups

PROVIDE SUPPORT

- Create a calm and inviting environment
- Share some heart-warming personal stories from family or work to illustrate a point
- Validate opinions, feelings and alternate options

SHARE POWER

- Take your professional hat off – we all have expertise, life experience and skills to share
- Give them opportunity to give you feedback in a circle, survey or email
- Ask participants to share their stories, expertise, and ideas

EXPAND POSSIBILITIES

- Offer concrete examples and ideas. Small things make a big difference.
- Help them make connections to community
- Allow time for networking.
- Find a way for people to make a commitment to something they will do today, tomorrow or next week