



## CMOR-MRA Interviewer Training Modules

How Adults Learn

Answer Key

**Q1. List the four learning styles discussed in the training presentation.**

V= *visual*

A= *aural*

R= *read/write*

K= *kinesthetic*

**Q2.**

- See themselves as capable of self direction
- Are motivated when see how training/feedback
- Need reinforcement even if self-directed
- Lean best when able to link new skills with previous knowledge
- Have preferred learning method



**Describes:** *Adult Learners*

**Q3. Information displayed as words, such as handouts, text based presentations, written exams, are the preferred for the *read/write* type of learner.**

**Q4. Hands on with role plays, practice and presentation showing how action skills can be learned are good ways to present information for the *kinesthetic* learner.**

**Q5. Visual representations, with charts, graphs, symbols, and flow charts are what the *visual* learner responds to best when in a learning situation.**

**Q6. *Aural* learners prefer information that is heard using lectures, tapes, and discussions.**

**Q7. Group these statements regarding adult learning under the appropriate heading.**

Subject-centered  
 Applied learning  
 Problem-centered  
 Knowledge  
 Task Oriented  
 Memorization

Adult Learning is: *Problem-centered / Task-oriented / Applied learning*

Adult Learning is not: *Subject-centered / Memorization / Knowledge*

**Q8. True or False:**

Adult learners have a deep reservoir of experiences that gives them a readiness to learn that is influenced by the need to know, because of this they tend to be very self-directed. **True/False**

**Q9. True or False:**

The motivation to learn is external or extrinsic, that is driven by outside influences. **True/False**



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**Q10. Self-directed learning focuses on drawing out **knowledge** and **experience** not pouring in facts.**

**Q11. In self-directed learning learners learn more **informally** so a good amount of interaction and debate should be encouraged. Limit **lecture** and increase hands - on practice since self-directed learners learn more by doing.**

**Q12. When relating to Generation X in a learning situation you should...**

A:

*Show how learning will increase their personal skills  
Give them autonomy to learn, but with specific goals  
Provide consistent feedback  
Allow them the ability to multi-task  
Allow for shorter attention spans and lots of input*

**Q13. When relating to Generation Y in a learning situation you should...**

A:

*Show them how the learning will make them appear successful and prepared – how it will make them a star  
Make the feedback process very high-tech and interactive or fun  
Give immediate gratification / fulfillment  
Allow the ability to multi-task  
Allow for short attention spans and lots of input*