

Obstacles to Successful Adult Learning

Obstacles	Remedies
Not being aware of a lack of knowledge or a specific skill	Present a clear picture of the desired behavior and why it is important.
Being afraid of criticism	Plan activities that do not single out an individual, but rely on either one-to-one activities with the trainer or group activities.
Forgetting how to learn and take tests	Train one step at a time, and try to plan an activity that reinforces information learned at each step. Tests, for example, can be a self-evaluation tool or a positive learning experience.
Negative memories of previous training	This may be based on use of poor training techniques for adults. Plan to do better by using the information found in this Manual.
Competing priorities	Be aware of personal and other issues that may compete with the training provided. Find methods to minimize them. For example, for a new surveyor, clarify roles and priorities at times throughout the training. For a training session, plan breaks where individuals can take care of personal business.
A bad match with the trainer/preceptor	Be alert to this possibility and, if a resolution is not possible, consider seeking additional help from others.
Communication problems	As discussed above, adults have different learning styles. Check with trainees to make sure your teaching style is working.
Unrealistic expectations	It is unlikely that a new trainee can become a competent surveyor in three hours, or that she/he can be in complete control of the new situation, both of which are outcomes preferred by adults. Preceptors must be sure to explain the training process and manage expectations.