

When designing in-person instruction for adults, keep these **Core Principles** in mind:

1. Adults are self-directed.
2. They bring experience and context.
3. They want relevance and immediate use.
4. They value respect and collaboration.
5. They learn best when actively engaged.

Star * the principles you think you already do well. **Circle** any principles you would like to improve.

Engaging Adults in Instruction

Engagement Techniques		Dog Washing Example
Discussion	- Ask yourself: How could you teach this through conversation or peer learning? - Use discussion-based techniques like <i>group problem-solving, case studies, or 'what would you do if...?'</i> scenarios	Ask, <i>'What's your biggest challenge when washing your dog?'</i> or <i>'How do you keep them from shaking water everywhere?'</i>
Doing	- Ask yourself: How could you make it hands-on? - Techniques could include demonstrations, role-play, hands-on practice, sorting materials, building a checklist, or looking at a model	Demonstrate proper washing steps using a stuffed animal or volunteer, set up a mock 'wash station,' or have participants practice safe leash handling.
Reflection	- Ask yourself: How could you connect it to learners' past experiences? - Techniques could include storytelling, journaling, or pair-sharing lessons learned, analyze a past challenge, or quiet reflection followed by a pair share	Invite people to share a funny or frustrating dog-washing story and what they learned from it, or have them think about what makes their pet comfortable during bath time.

Write down how you would use the assigned engagement technique below:

Write down an idea or two you liked that you heard from someone using a different engagement technique:

Structuring for Clarity and Retention: Chunk – Check - Connect

How to Organize Content	
Chunk	Keep teaching segments under 15 minutes - even adult have limited attention span. Introduce one key concept at a time.
Check	Ask for quick engagement — “turn and tell,” thumbs-up, mini quiz, or elbow buddy share.
Connect	Tie back to real troop situations or prior experience.

Choose a learning topic and outline below how you would breakdown the topic into 3 pieces: the “chunk” or segment you would teach, the “check” you would use to gauge participant understanding, and the “connection” you would have participants make to ground the learning in lived experience.

Chunk:

Check:

Connect:

Reflection

Please reflect on one thing you’ll do differently in your next in-person training to make it more engaging or effective OR another takeaway you will implement from today’s session. Please write your thoughts below.
