

Six Principles of Successful Adult Learning

- Respect
- Safety
- Inclusion
- 30/50/70/90
- Immediacy
- Relevance

Based on how adults learn use these key facilitation skills

7 Key Facilitation Skills

- Invite** (Environment)
- Ask** (Open Questions)
- Wait** (5 seconds, 3 before me)
- Affirm** (Variety Voice)
- Weave** (Connecting Language)
- Energize** (Snap and Crackle)
- Embrace** (Body Language)

Taken from writings and designs of **Dr. Joye Norris**
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Reaching, Not Just Teaching

V = Voice by Choice
O = One, two, three, four, five
I = Inclusion
C = Consideration
E = Encouragement

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