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Grace Hill® | FORT WORTH, TX

October 13-16, 2025

Lassoing Learning Science

Meeting Adult Learner Needs in PerformanceHQ

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Have you or a colleague ever spent a great deal of time creating a training intervention, only to discover later that is didn't seem to make the difference you wanted?

What types of feedback do you hear from learners when this happens?

ⓘ Presenting with animations, GIFs or speaker notes? Enable our Chrome extension

slido

In this session

- Adult Learners are Different

- Building on Prior Knowledge

- Chunking Content

- The Spacing Effect

Adult Learners are Different

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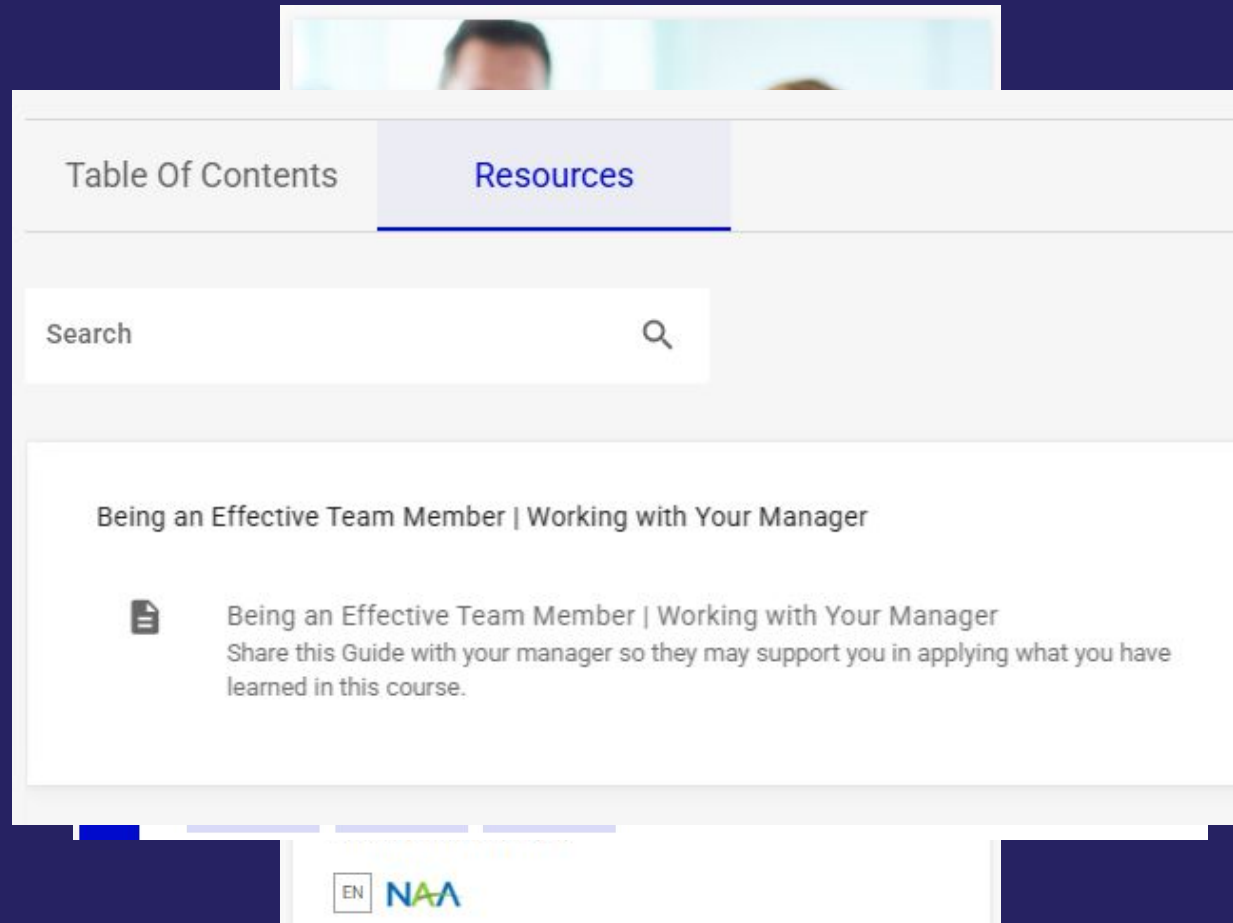# Adults need to know the reason for learning something

- Why is this important?
- How will this help me?
- When do I need to know this / How long will it take?

"If we know why we are learning and if the reason fits our needs as we perceive them, we will learn quickly and deeply."

- Malcolm Knowles

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- Assignments
- Purpose
- Clear objectives
- Support and Reinforcement

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Search 🔍

Being an Effective Team Member | Working with Your Manager

📄 Being an Effective Team Member | Working with Your Manager
Share this Guide with your manager so they may support you in applying what you have learned in this course.

EN NAA

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Adults are problem-centered learners

- What problem will this help me solve?
- What can *I do* today?
- What happens if I don't learn this?

"Don't find fault, find a remedy."

- Henry Ford

Adults possess prior experience that is important to their learning

- How does this relate to what I already know?
- How does this expand upon what I already know?
- Does this challenge what I already know?

"Experience is the adult learner's living textbook."

- Eduard C. Lindeman

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Have you ever entered a new job with prior experience that wasn't valued or built upon?
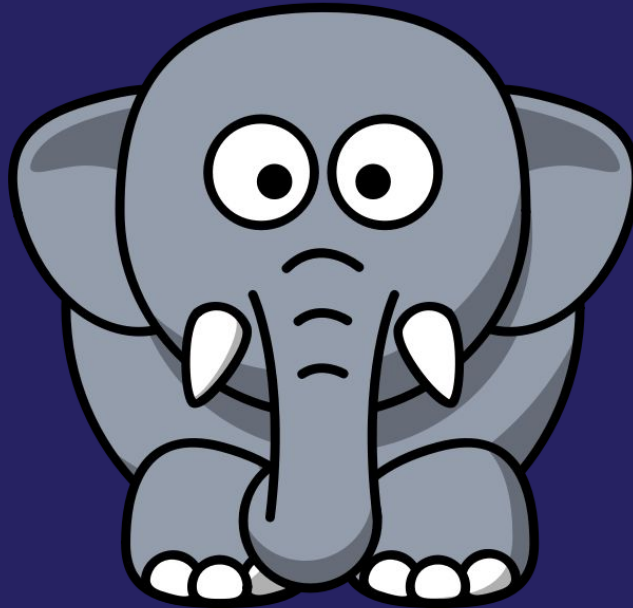
Building on Prior Knowledge

Chunking Content

Working Memory

Sensory Memory
Immediate impressions

Long Term Memory
Anything > a few minutes
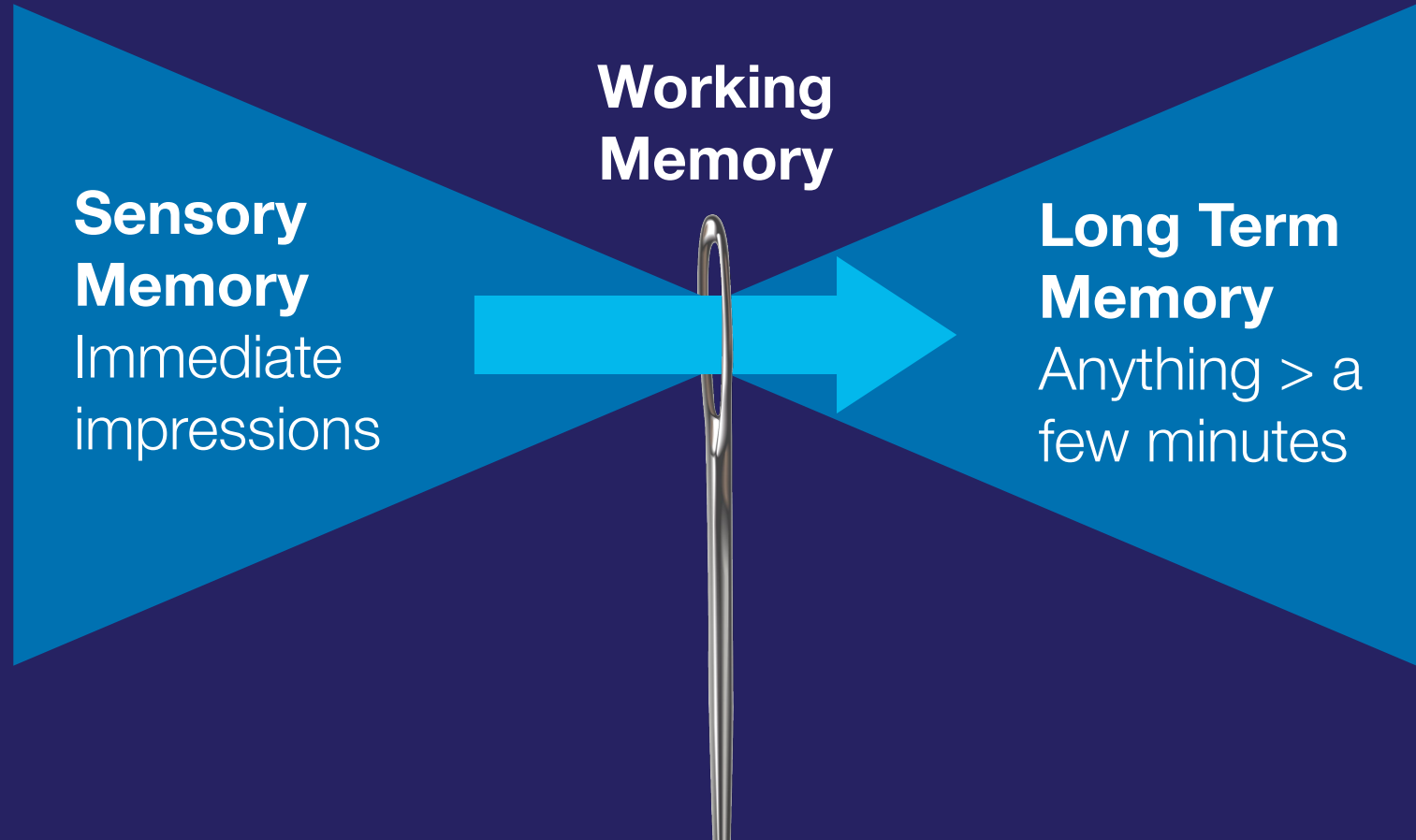
Chunking in Practice

- Divide big topics into bite sized pieces
- Group information into easy to remember structures
- Build on previous info to create denser connections

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☑ Show course overview

Course Instructions & Learning Objectives

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You must view and complete all content on the Table of Contents in order to complete this course. You should also check out the Resources tab for helpful resources covering the course content. In this course you will learn all 15 steps to move a resident into their new home. Let's get started!

506/800 characters remaining

15 Steps to Move a Resident into Their New home

➕ **Add Activity**

Table Of Contents	Resources

☑ Show course overview

Course Instructions & Learning Objectives

| B	*I*	U		☰	⊞	☰	☰	☲	☲		🔗	🖼	▶

You must view and complete all content on the Table of Contents in order to complete this course. You should also check out the Resources tab for helpful resources covering the course content. In this course you will learn the (three stages) of a Resident Move-in. Let's get started!

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Stage 1...

➕ Add Activity

Stage 2...

➕ Add Activity

Stage 3...

➕ Add Activity

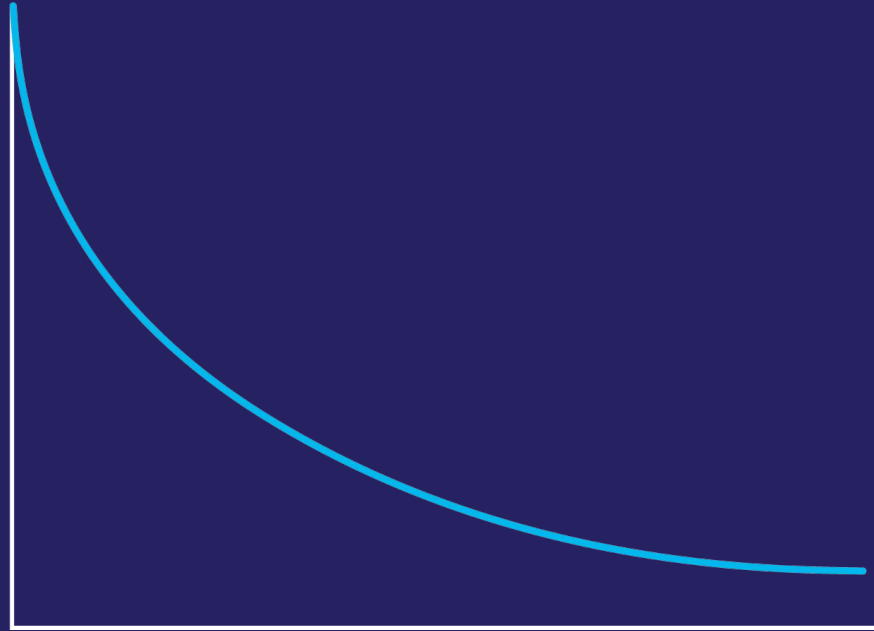# How Grace Hill Meets the Need

- Sparks
- Boosters
- Learning Plans
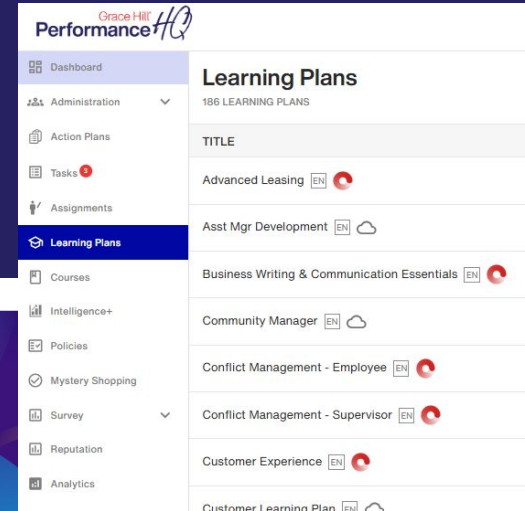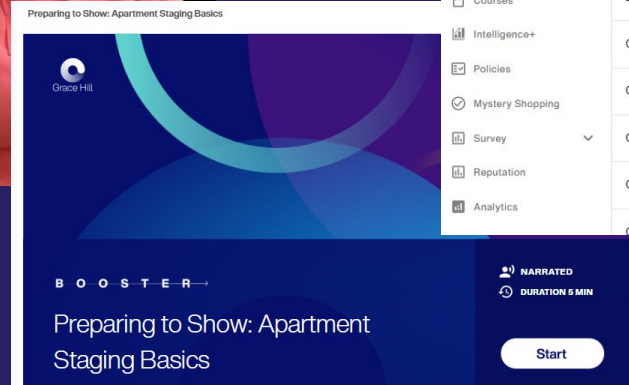
The Spacing Effect

Using time to our advantage

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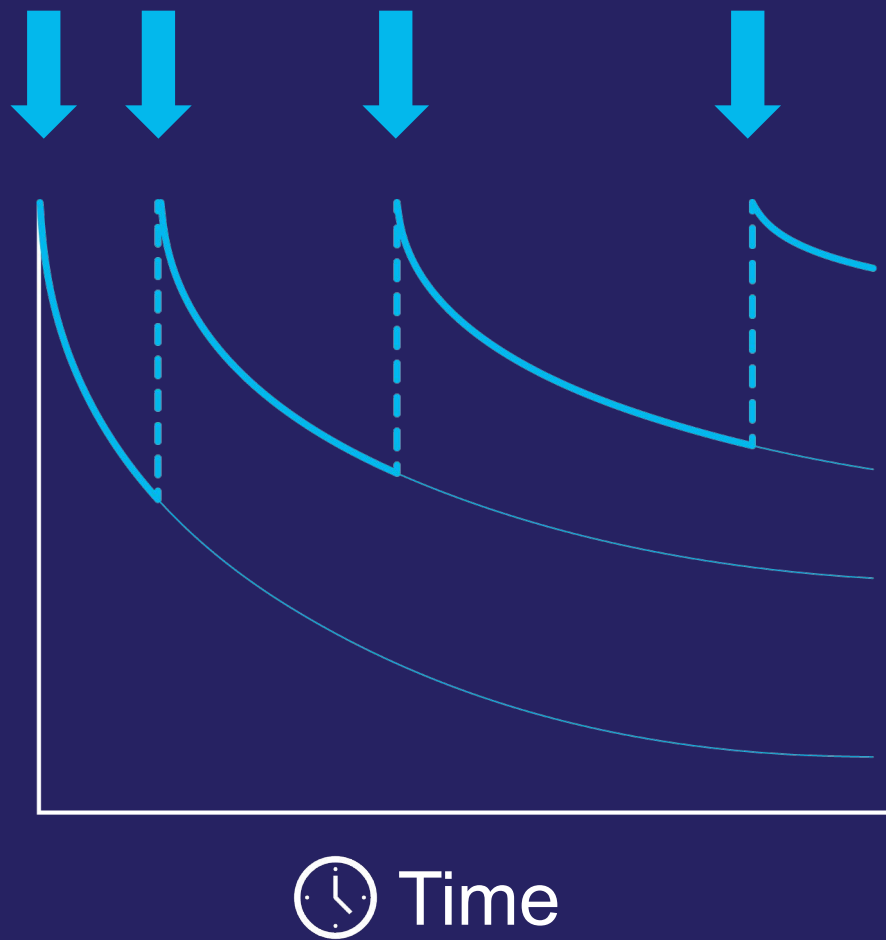Grace Hill | FORT WORTH, TX

We forget info over time

Retention

Time

Retention

Time

The Spacing Effect in Practice

- Introduce concepts and build on them
- Schedule additional learning at spaced intervals
- Provide opportunities to practice

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What's something you've learned today that you might try to apply or that you would like to learn more about?