

# What Prompts Effective Learning?

Language learners, by definition, need to be learners. They may also need to be taught. How are learning and teaching different? Can someone learn without being taught? How can we support and prompt effective learning in other people? This presentation will explore these questions and provide real-world examples.

## We'll Go After...

1. The question: Why don't people change?
2. How adults prefer to learn.
3. A demonstration of coaching as a learning method.
4. The best uses of teach and coaching.

## Why Don't People Change?

This is the fundamental question for all learning.

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## How Adults Prefer to Learn

Beginning with Malcolm Knowles Adult Learning Theory, six assumptions about adult learners have emerged.

1. Adults are ready when they know the reason for learning something.
2. Adults need to be involved in the planning and evaluation of their instruction.
3. Experience (including error) provides the basis for learning activities.
4. Adult learning is problem-centered rather than content-oriented.
5. Adults are most interested in learning subjects with immediate relevance to their work and/or personal lives.
6. Adults respond better to internal versus external motivators.

# Coaching Demonstration

Look for these adult learning principles in actions as you watch the coaching demonstration.

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# Coaching Characteristics

“The purposes of a person’s heart are deep waters, but one who has insight draws them out.” Proverbs 20:5

Coaching promotes effective learning and growth because it follows adult learning principles.

1. Coaches draw out what coachees consider important to work on.
2. Coaches partner with coachees to shape the learning process.
3. Coaches assist coachees to reflect on their experience and resources.
4. Coaches partner with coachees to explore practical applications.
5. Coaches focus on what coachees deem relevant to learn now.
6. Coaches hold a mirror to what is important to coachees.

# What Are the Best Uses of Teaching & Coaching?

“But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.” John 14:26

## What are the best uses of teaching?

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## What are the best uses of coaching?

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## About The Presenter

**Dr. Keith Webb**, PCC, is the founder and President of Creative Results Management, a global leader development organization focused on equipping Christian leaders with coaching skills. For 20 years, Keith lived in Japan, Indonesia, and Singapore. He is the author of *The COACH Model for Christian Leaders* and *Coaching In Ministry* and posts leadership articles at [keithwebb.com](http://keithwebb.com).

**Free downloads from:** <https://creativeresultsmanagement.com/downloads>

- “50 Powerful Coaching Questions”
- “The Coaching Roadmap: How To Become A Professionally Trained & Certified Coach”