



# The Connection between Coaching and Adult Learning Theory

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# Why Coaching “Works”

- Coaching “walks the talk” on adult learning theory!
- Coaching is growing as the preferred method for increasing leadership effectiveness.



# A Summary of the Adult Learning Theory

- Adults need to know why they need to learn something before undertaking learning. Therefore there is an optimum level of self-awareness that is needed before learning can begin.
- Adult learners have a deep psychological need to be in control of their lives (and learning).



# A Summary of Adult Learning Theory

- The learner's expectations of success or failure are critical to expectations and beliefs about the learning experience.
- Adults learn best when their learning is problem-centered, and when the results helps them deal more effectively with their personal lives or work.

# A Summary of Adult Learning Theory

- The learner's past experiences play a crucial role in determining whether learning takes place. Past learning can either facilitate or inhibit present learning.
- Learning is enhanced when it taps the experience of the learner.

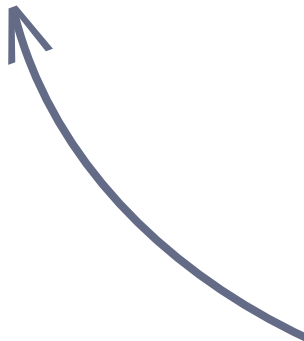
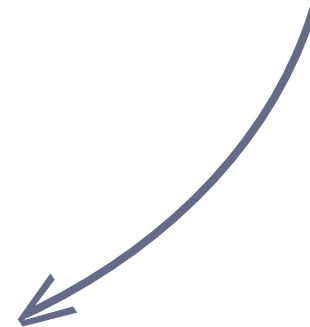
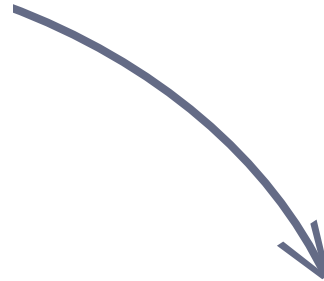
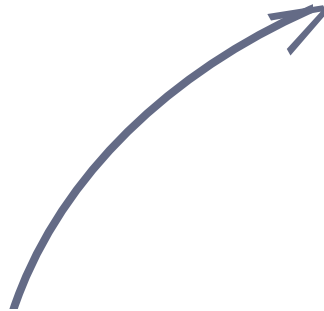
# Adult Learning Model= Coaching Model

**Stage 1: Trust  
Building-  
Agreements**

**Stage 2:  
Optimum  
Self-  
Awareness**

**Stage 3: Learning  
Opportunity /  
Trying Something  
New**

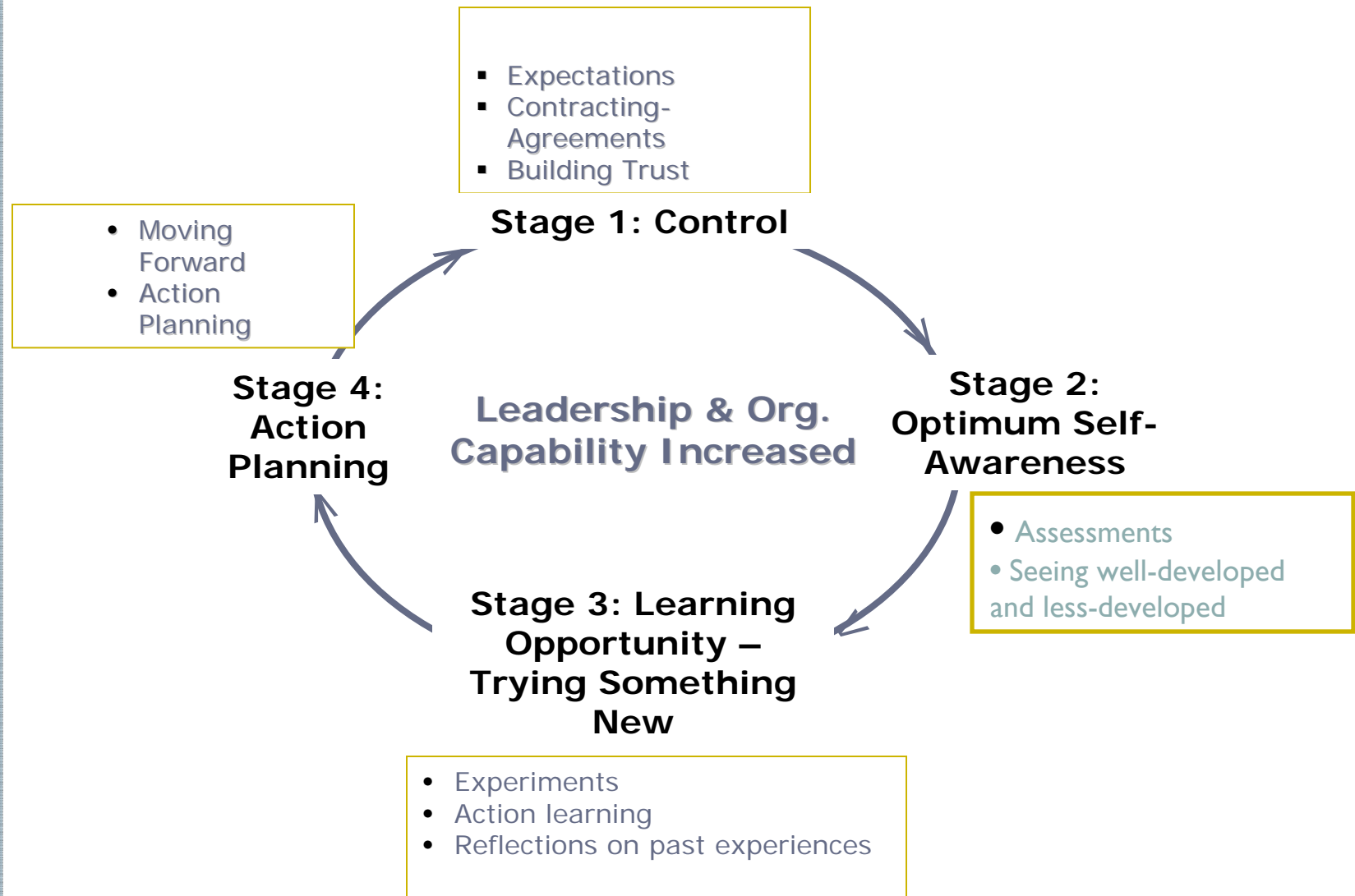
**Stage 4:  
Moving Forward  
Action Plans**



Adult Learning Principle	Coaching Methods
<b>Need to be in Control</b>	<ul style="list-style-type: none"> <li>■ Agreements</li> <li>■ Expectations</li> <li>■ Choices about methods</li> <li>■ Build Trust</li> </ul>
<b>Optimum Self-Awareness</b>	<ul style="list-style-type: none"> <li>■ Assessments, Surveys, Interviews</li> <li>■ Discussions</li> <li>■ Identifying well-developed behavior</li> <li>■ Seeing what is less-developed</li> </ul>
<b>Problem-Centered Design</b>	<ul style="list-style-type: none"> <li>■ Action learning</li> <li>■ Task force assignments</li> <li>■ Trying something new</li> </ul>
<b>Recognition of Past Experience</b>	<ul style="list-style-type: none"> <li>■ Feedback</li> <li>■ Simulations/Video-tapes</li> <li>■ Journals</li> <li>■ Reflections</li> <li>■ De-briefs</li> </ul>

***Coaching, building trust, seeing what “is” and trying new things!***

# Coaching Works Because it is Aligned with Adult Learning Theory!



# Outcomes of Coaching

- Self-Awareness
- Perspective change
- Knowledge Acquisition
- Skill Development
- Behavior Change