

## Principles of Adult Learning: Teaching Your VR Counselors

### Exercise Worksheet, Question 3

Use this exercise to begin planning ways to teach your vocational rehabilitation (VR) team by applying the principles of adult learning.

3. Identify specific skills or knowledge that you want to teach. These may be unique or might fit together as part of a package. For example, you might give evidence that family counseling is effective, present a case study of family counseling, and teach skills on how to conduct family counseling.

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

Questions to ask:

- What is the best starting point for the VR counselors on your team?
  - Do they need to know about new evidence or programs?
  - Do they need to identify ways to overcome hesitation about taking on new skills or activities?
  - Do they need to learn specific skills?
  - Do they need to practice those skills?
- What knowledge, skills, and attitudes do the VR counselors on your team already possess?
  - Are they new in their roles or experienced?
  - What do they believe is important and valuable about their roles?
  - What do they believe are the biggest challenges in their work?
  - What are their goals and how can this teaching activity help them meet those goals?
  - How does your teaching topic apply to their on-the-job needs?
  - How can they use the information tomorrow?