

PRACTICAL STRATEGIES AND TOOLS TO ENHANCE THE LEARNING EXPERIENCE DURING EMDR TRAININGS

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WHAT IS ANDRAGOGY?

Malcolm Knowles’s theory of andragogy is concerned with the teaching and learning styles of adult learners. Andragogy is based on a self-directed, independent learning method for adults and defines the best practices for teaching adults.

Knowles’ Five Assumptions about Adult Learners

Malcom Knowles:

ASSUMPTIONS	IDEAS TO CONSIDER DURING TRAINING, FACILITATION, AND CONSULTATIONS
<p><i>“Self-Concept: Adults thrive in independent learning and training scenarios”</i> Adults move from being dependent on others to self-direction as they mature.</p>	<p><i>“What’s in it for me?” or simply WIIFM</i></p> <ul style="list-style-type: none"> • Get to know your audience: set up a discussion board and ask participants about their practices and motivation to take your training. • Set your intentions in the chat or use polls: write in the chat “What do you hope to get out of this training?” <p>Provide opportunities asynchronous learning</p> <ul style="list-style-type: none"> • Offer videos and other study material trainees can review before engaging in synchronous learning. <p>Provide opportunities for self-reflection</p> <ul style="list-style-type: none"> • Set up a discussion board for trainees where they can discuss a client, they are considering using EMDR with.
<p><i>“Experience: Adults learn experientially, meaning they learn from first-hand observations and interactions”</i> Adults gain experience as they grow that, in turn, becomes a valuable tool in learning. What adult learners know and have done already impacts how they learn.</p>	<p>Acknowledge experience and diversity</p> <ul style="list-style-type: none"> • Use diverse case examples that illustrate the application of EMDR therapy to different situations and cultures to help trainees connect EMDR concepts with their own experiences. <p><i>“Just read the script dilemma”</i> Trainees come with own personal and therapeutic experience, sometimes it is hard to unlearn what you have learned</p> <ul style="list-style-type: none"> • Consider pairing trainees who are newer in the field with more seasoned experienced clinicians.

	<p>Help connect learning: Incorporate interactive activities, role-plays, and simulations</p> <ul style="list-style-type: none"> • Consider using study guide that contains (key points) and have trainees reflect on learning after explaining major concepts. • Elevator speech idea: Role play with a partner, how would you explain AIP to a colleague who is not EMDR trained, a lay person?
<p><i>“Readiness to Learn: Adults are attracted to learning most when they know clear objectives”</i> The priorities of adults shift as they begin to increasingly value and are therefore more ready to learn about his or her role in society.</p>	<p>Offer preparatory materials and support to address any apprehensions or concerns</p> <ul style="list-style-type: none"> • Consider offering an orientation video or scheduling a live orientation session to the course. <p>Create readiness</p> <ul style="list-style-type: none"> • Build activities for each phase asking about the “clearest, muddies, next steps” after major concepts. <p>Just in time vs. just in case information</p> <ul style="list-style-type: none"> • Promote self-guided learning with extra readings or “just in case information,” case studies, and online forums for those who want to delve deeper into EMDR.
<p><i>“Orientation to Learning: Adults learn best when the topic is of immediate value”</i> Adults change their perspectives on learning as they grow, moving from procrastination to immediate application and from subject interest to problem-solving. They are task-oriented and motivated to learn things that are relevant to their roles and responsibilities.</p>	<p>Strategize placement on information</p> <ul style="list-style-type: none"> • Consider introducing concepts that could be valuable for your trainees early on in the curriculum. For example, Resource development, EMD, EMDr. <p>Use tech tools and interactive platforms to foster inclusivity</p> <ul style="list-style-type: none"> • Add closed captions or subtitles to videos and audio files. <p>Consider doing affinity trainings</p> <ul style="list-style-type: none"> • EMDR trainings with supplemental information on children, Latinx, other groups. • Offer practicum and consultation in a different language.
<p><i>“Motivation to Learn: Adults are motivated by internal factors rather than external pressures”</i> Adults move from extrinsic towards intrinsic motivation as they grow and mature.</p>	<p>Feedback and Recognition</p> <ul style="list-style-type: none"> • Regularly provide constructive feedback and recognition for trainee’s achievements- facilitator feedback verbally and in writing.

	Support with next steps <ul style="list-style-type: none">• Provide concrete steps for how to get started- Case visualization and add a resource activity• Showcase EMDR success stories and how the therapy has transformed the lives of individuals
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RESOURCES

Book

- Knowles, M. S., Holton, E. F. III, Swanson, R. A., & Robinson, P. A. (2020). *The adult learner: The definitive classic in adult education and human resource development* (9th ed.). Routledge/Taylor & Francis Group. <https://doi.org/10.4324/9780429299612>

Website

- Leading Learning: Leading Learning provides insights, education, and other resources to learning business professionals, the people who serve adult lifelong learners with continuing education and professional development offerings

<https://www.leadinglearning.com/>

Polls for in person or virtual trainings

- <https://www.polleverywhere.com/>