



National Academies of Science, Engineering and Medicine on Diversity and  
Equity in Team Science

# The Training of Peer Specialist

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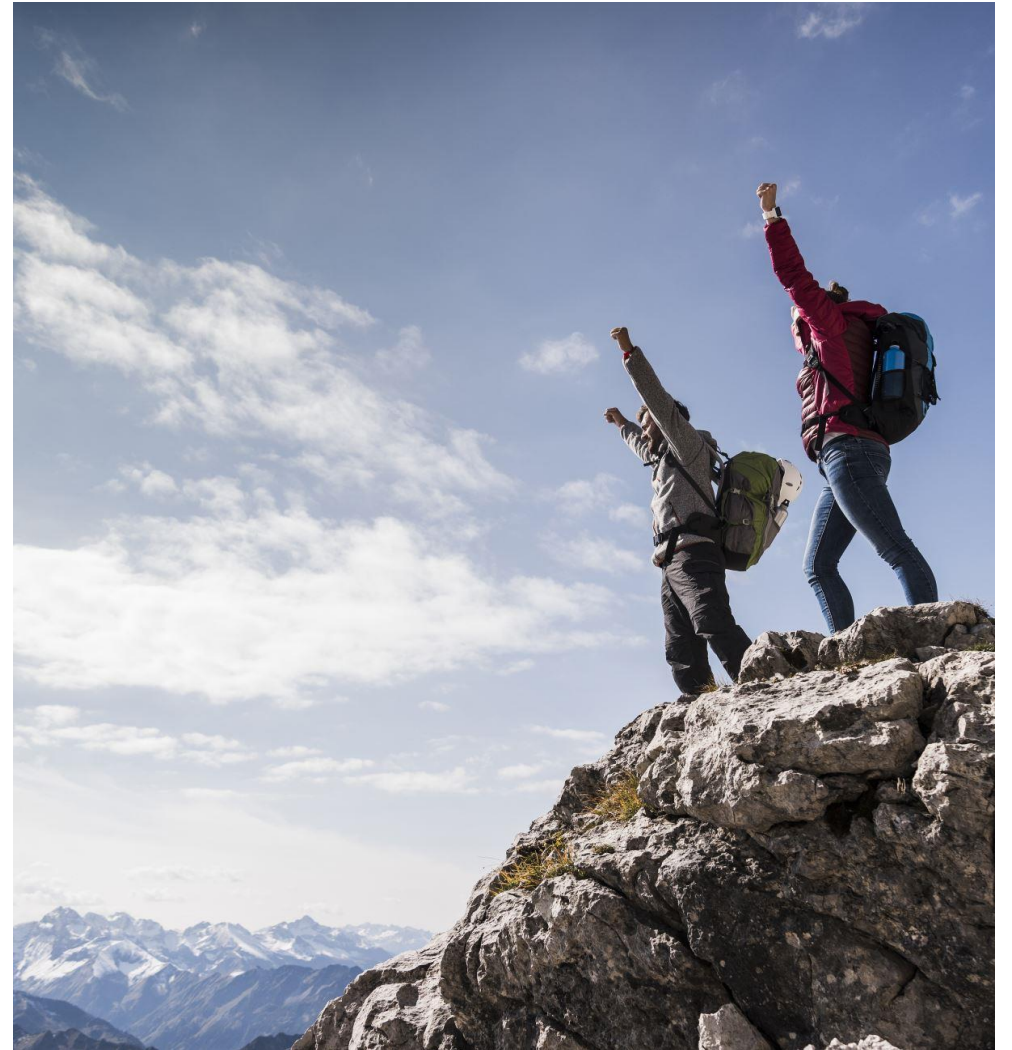


# What's In It For You?

Praestantia Per Scientiam

Teams are Bonded by the Way They  
Learn

Adult Communications Will Keep us  
Together



# Bonding as a Result of How We Learn

Self-Directing – For many, self-directed learning happens naturally

Learn by Doing – Adults prefer not only to read or hear about subjects but to actively participate in projects

Desire Relevance – Adults learners are more likely to engage in learning that has direct relevance for them

Utilize Experience – Adults are shaped by their experiences and the best learning comes from making sense of those experiences

Process With Their Senses – Due to the lack of plasticity in older learners, it is important to fully engage the senses when learning to successfully solidify new knowledge





## Bonding as a Result of How We Learn cont.



Appreciate Repetition – If learners can practice new skills in a supportive environment self-efficacy will develop

Guide Their Own Development – Utilize dilemmas and situations to challenge an adults assumptions.

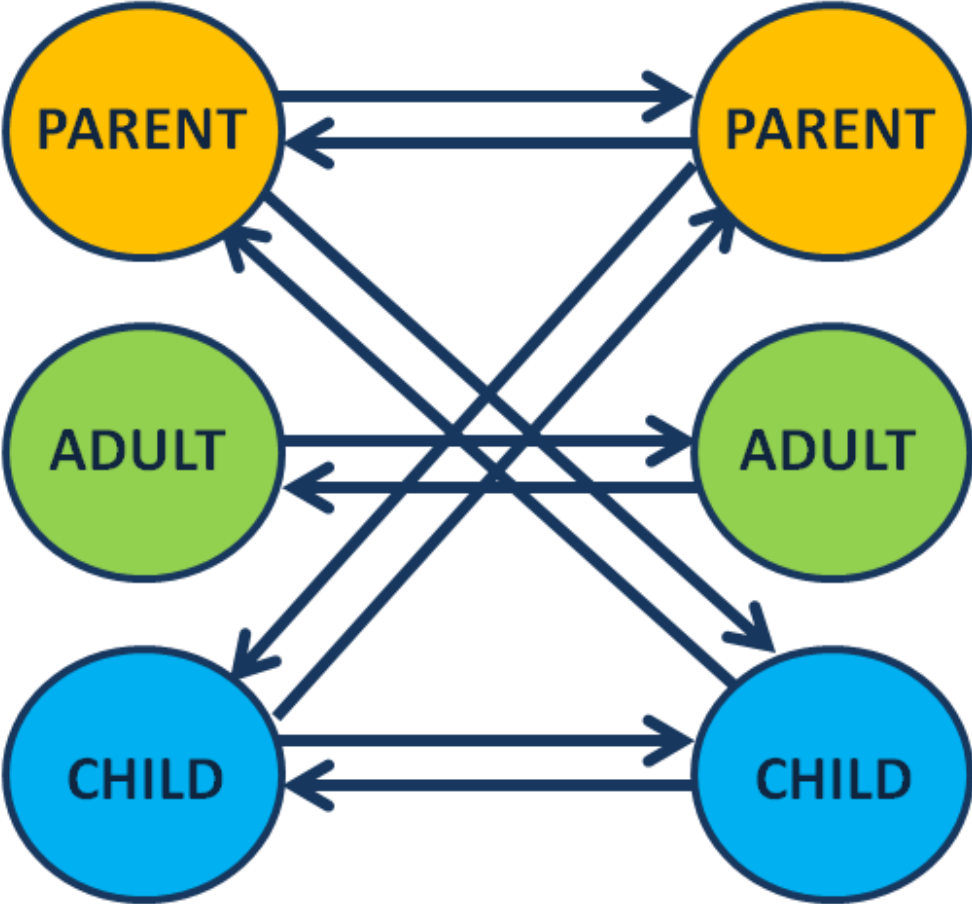
Adults Thrive with Goal Setting – Learners who have specific career or personal goals in mind will have a better experience

Learn Differently – different technics must be used in order to make learning effective

Adults Require Ownership – Adults require and place more value on intrinsic motivation



# Holding It All Together



Thank You