“We are all in it together, all of us, and we have a great work to do. Every teacher can be a better teacher than he or she is today” (President Gordon B. Hinckley, quoted in Church News, 4 Nov. 1995, 2).

“Wherefore, I the Lord ask you this question—unto what were you ordained? To preach my gospel by the Spirit, even the Comforter which was sent forth to teach the truth. . . . Therefore, why is it that ye cannot understand and know, that he that receiveth the word by the Spirit of truth receiveth it as it is preached by the Spirit of truth? Wherefore, he that preacheth and he that receiveth, understand one another, and both are edified and rejoice together. And that which doeth not edify is not of God, and is darkness. That which is of God is light; and he that receiveth light, and continueth in God, receiveth more light; and that light growth brighter and brighter until the perfect day. And again, verily I say unto you, and I say it that you may know the truth, that you may chase darkness from among you” (D&C 50:13-14; 21-25).

“Appoint among yourselves a teacher, and let not all be spokesmen at once; but let one speak at a time and let all listen unto his sayings, that when all have spoken that all may be edified of all, and that every man may have an equal privilege” (D&C 88:122).

1. **5 Key Principles for Teaching the Gospel** by Elder Jeffrey R. Holland (Teaching and Learning in the Church, Ensign, June 2007, p. 105).
   - Ask, seek, and knock spiritually.
   - Teach from the Scriptures.
   - Teach by and with the Spirit.
   - Help the learner assume responsibility for learning.
   - Testify

2. **Transformational Teaching—10 Concepts for Gospel Andragogy**
   1. Begin with a vision: Use a compass, not a clock!
   2. Invite all to come unto Christ
   3. Teach by the Spirit, only, always
   4. Teach as Christ taught
   5. Teach to the unique nature of adults
   6. Teach to all learning domains and styles (Offer a smorgasbord, not an MRE)
   7. Establish the environment
   8. Connect to the heart
   9. “Come Follow me”
      - Be passionate
      - Remember “exampleship” and model learning
      - Care enough to be CREATIVE
   10. End with a powerful application and your testimony!

3. **Adult Learners Retain (72 hours later)**
   - 10% of what they hear
   - 20-30% of what they see
   - 60% of what they see and hear
   - 75-85% of what they see, hear and do
   Source: Bob Pike Creative Training Handbook

4. **We Learn**: Source: Bob Pike, Ibid.
   - 1.5% through taste
   - 3.5% through smell
   - 11% through hearing
   - 83% through sight

5. **Our Learners**: Source: Bob Pike, Ibid.
   - 70% are visual learners
   - 20% are auditory learners
   - 10% are kinesthetic learners
   - Danger: We tend to teach how we like to learn and may lose many of our participants!

   **Characteristics of Adults as Learners**
   - Have a good deal of first-hand experience
   - Have ideas and spiritual insights to contribute
   - Respond deeply to spiritual experiences
   - Demand relevance/ask WIIFM (what’s in it for me)
   - Have a past that can positively (or negatively) influence learning
   - Have set habits and strong tastes which affect learning
   - Have some amount of pride
   - May be quite resistant to change (until it comes from within)
   - Have tangible things to lose in a learning setting
   - Have a great many preoccupations outside a practical learning situation
   - Have developed group behavior consistent with their needs
   - Respond to reinforcement
   - Want to appear in control so they display restricted emotional responses
   - Have strong feelings about learning situations
   - Need a purpose for existence
6. Retention Comes From: Bob Pike, Ibid.
   - Telling, alone, resulted in 70% recall 3 hours later and 10% recall 3 days later
   - Showing, alone, results in 72% recall 3 hours later and 20% recall 3 days later
   - Blend of telling and showing results in 85% recall 3 hours later and 65% 3 days later

7. Learning Styles
The brain processes new information through . . .
   - Assimilation: bringing in brand new information to fit into schema
   - Accommodation: adjusting and changing old ideas and information to fit the new schema

Visual, Auditory and Kinesthetic
   - Visual Learners: Need to see to learn; get their energy and motivation through what they see, use words like “how me” and “I see.” Identifiable when bored, eyes wander, reading: doodling and writing; gazing outside or at others.
   - Auditory Learners: Need to hear to learn: get their energy and motivation through what they hear, use words like “tell me” and “that sounds neat.” Identifiable when bored: strike up conversations; listen to outside noises; eyes sideways to ears.
   - Kinesthetic Learners: Need to do to learn, very hands-on and energetic; fidgety; use words like “let me try” and “how do I do that?”

Key: People come in combinations: KAV, VAK, AKV, AVK, KVA, etc. So, teach with a SMORGASBORD of methods that feed all three types! Not an MRE (Meal Ready to Eat)

“A skilled teacher doesn’t think “What shall I do in class today?” but asks “what will my students do in class today?” not “What will I teach today?” but rather, “how will I help my students discover what they need to know?” The skilled teacher does not want students who leave the class talking about how magnificent and unusual the teacher is. This teacher wants students to leave talking about how wonderful the gospel is.” (Virginia H. Pearce, “The Ordinary Classroom—a Powerful Place for Steady and Continued Growth,” Ensign, Nov. 1996)

10. Some Tips for Teaching Adults
   - Change your teaching method or what you are doing every 7-10 minutes
   - Remember the 10-3 rule, don’t just lecture!
   - Use colorful, large type visuals
   - Ask yourself, “how can I help them learn this for themselves?”
   - Have plenty of application challenges and questions
   - Ask open-ended questions. Don’t insult with simplistic questions.
   - Be vigorous and excited about the subject
   - Resist apologizing for yourself or your efforts
   - Validate each response
   - Expect them to be prepared…assume preparation
   - Bring objects and use symbolism
   - Ask for personal stories, examples and applications
   - Consider having them keep a year-long learning journal which you retain in class for them to pick up each week.
   - Use humor and ice-breakers
   - Start with a challenging question on the board


11. Some Tools for Adult Learning
   - Small group discussions/pair shares
   - Three-minute papers
   - The 10-3 rule
   - Post-it Note Brainstorms
   - Learning journals
   - Brainstorming
   - Socratic discussions
   - Application challenges
   - Advanced organizers
   - Comparing/contrasting
   - Mind-mapping
   - Objects/ object lessons
   - Response papers or Three Minute Papers at the end
   - “Guest” visitors

   But gaining knowledge is one thing, and applying it is quite another. Wisdom is the right application of knowledge, and true education- the education for which the Church stands- is the application of knowledge to the development of a noble and Godlike character. --Pres. David O. McKay (In Conference Report, Apr. 1968, p. 93.)

   Remember CPR
   - Content 30%
   - Participation 50%
   - Review 20%