



Back2Basics4Life.com
Simplify. Reset. Thrive.

Facilitator Tips for Engaging Adult Learners

Simple tools to create calm, connection, and meaningful learning experiences.

1. Start the Workshop with Energy

Introduce yourself, share your passion, and explain what participants will gain.

2. Adults Learn Best When They Participate

Use Think–Pair–Share, discussions, polls, reflection, and activities.

3. Ask Open-Ended Questions

Ask questions that invite ideas, experiences, and practical application.

4. Share Stories

Stories make concepts memorable and relatable.

5. Be Comfortable with Silence

Pause after asking a question. Give people time to think.

6. Read the Room

If energy drops, change the pace with movement, discussion, or a story.

■ Facilitator Reminder

Adults may forget what you said, but they'll remember how you made them feel and what they experienced.



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7. Encourage Balanced Discussion

Invite quieter voices into the conversation with inclusive prompts.

8. Refresh Every 10–15 Minutes

Switch between stories, discussion, demonstrations, reflection, or Q&A.;

9. Create Psychological Safety

Welcome every question and value different perspectives.

10. Use the 70/30 Rule

Aim for 30% facilitator talking and 70% participant engagement.

11. Watch the Time

Protect time for discussion, reflection, and wrap-up.

12. End Strong

Ask participants to identify one action they'll take this week.

✓ Before Every Workshop

- Start with energy
- Invite participation
- Share stories
- Change the pace
- Watch the time
- End with reflection

Great facilitators don't create perfect presentations—they create meaningful experiences.