

## LEARNING NEEDS AND RESOURCES ASSESSMENT (LNRA)



Adult learners' worlds are like an ocean—full of hidden treasures and challenging reefs. The more we can get underneath the surface of their world, the better we will be in designing and teaching.

In this activity, we'll look at ways to assess learners' needs—as well as the rich resources—they bring to a learning event. We'll start by examining a few reasons why we think this “underwater discovery” is always worth your time.

### Why Explore the Learner's World?

We've found this discovery phase invaluable in helping to:

- **Establish a relationship.** By connecting with learners before the learning begins, we show people that we care about them and the real world in which they live.
- **Draft possible learning objectives.** Even a small bit of input from the group helps us prioritize how best to use the learning time and make it most relevant.
- **Discern learners' comfort levels and emotions** about the topics to be learned and the technology you will use. Anticipating where emotions are high and where people might see things differently, helps us prepare to teach holistically and thoughtfully.
- **Solicit their input into the learning program or event.** Getting reactions to a draft program can ensure relevance and increase their "buy-in" to the design choices we make and technology we plan to use.

- **Identify and acknowledge** their previous knowledge and experience with the topic and technology. Remember: learners bring lots of rich resources, knowledge, and experience to the learning.
- **Decide on the more effective learning platform and technology** for your learning program and what blended model should be used for this group at this time.

1. *What are your assumptions about this group of learners, the general context of your event, and the technology that will work best for this group?*

2. *What is important to discover BEFORE the event or learning program starts?*

3. *What do you need to Ask, Study, and Observe? Who needs to be involved and why?* The graphic below serves as a visual guide for this last question. If you take away nothing else - please remember this graphic for a thorough discovery phase!

