BILC PROFESSIONAL DEVELOPMENT SEMINAR

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Motivation Boosters for Adult Learners

Practical Examples of Extracurricular and Paralinguistic Activities for Advanced Learners

Presentation summary

In talent development and leadership development, motivation is fostered by an increased variety of high-quality experiences. Presenting at the annual professional development seminar of the NATO Bureau of International Language Coordination, I presented some practical examples of effective motivation boosters for adult learners that lie in the nexus between in situ experience and paralinguistic communication that enhances knowledge and skill acquisition.

It is the part of communication outside of the words themselves so whenever there is confusion or stereotyping in cross-cultural communication, paralinguistics is most often responsible.

To raise their awareness and transform their interactions, learners need to witness, experience and acquire paralinguistic communication skills, which is a key leadership skill.

Learning in transformative theory involves a change in each individuals’ meaning structures through the practice of critical self-examination. This means accepting that past assumptions need to be assessed, reviewed critically and their validity checked.

The protected and shielded environment of the conference room can make that process slower because the learner, consciously or not, draws a clear line between the fabricated situations in the classroom and the real world. In the back of his or her mind, is the comfortable assurance that no reality-check will actually happen.

In situ experiences will connect learning to reality. The immediacy of the practical application of newly acquired skills will create the motivation to learn more in order to master more instances of real life experiences.