**Understanding Adult Learners**

**“Unofficial Start Activity”**

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| **N** | **X** | **E** | **G** | **C** | **C** | **A** | **L** | **O** | **E** | **K** | **S** | **S** | **C** | **Z** |
| **R** | **O** | **J** | **J** | **Z** | **G** | **I** | **K** | **X** | **Y** | **L** | **C** | **T** | **O** | **M** |
| **M** | **P** | **I** | **Y** | **E** | **T** | **W** | **P** | **O** | **T** | **A** | **I** | **Y** | **M** | **Y** |
| **I** | **A** | **N** | **T** | **E** | **K** | **E** | **E** | **O** | **I** | **N** | **T** | **L** | **M** | **N** |
| **Q** | **B** | **T** | **R** | **A** | **R** | **M** | **J** | **P** | **C** | **G** | **I** | **E** | **U** | **B** |
| **Z** | **M** | **A** | **T** | **I** | **C** | **R** | **P** | **H** | **I** | **U** | **L** | **F** | **N** | **W** |
| **H** | **C** | **S** | **E** | **I** | **R** | **U** | **L** | **V** | **N** | **A** | **O** | **M** | **I** | **H** |
| **Y** | **A** | **N** | **Y** | **W** | **T** | **G** | **D** | **W** | **H** | **G** | **P** | **L** | **C** | **Q** |
| **K** | **C** | **C** | **U** | **L** | **T** | **U** | **R** | **E** | **T** | **E** | **S** | **H** | **A** | **U** |
| **E** | **K** | **N** | **O** | **W** | **L** | **E** | **D** | **G** | **E** | **F** | **Q** | **F** | **T** | **P** |
| **N** | **O** | **I** | **G** | **I** | **L** | **E** | **R** | **E** | **E** | **X** | **S** | **H** | **I** | **X** |
| **Y** | **T** | **I** | **L** | **I** | **B** | **A** | **S** | **I** | **D** | **N** | **V** | **V** | **O** | **T** |
| **N** | **E** | **K** | **F** | **L** | **M** | **E** | **L** | **V** | **E** | **A** | **D** | **V** | **N** | **N** |
| **O** | **O** | **F** | **S** | **I** | **S** | **E** | **U** | **A** | **I** | **I** | **I** | **E** | **J** | **M** |
| **H** | **P** | **M** | **S** | **H** | **B** | **R** | **D** | **G** | **G** | **H** | **H** | **E** | **R** | **O** |

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| AGE | ATTITUDE | BELIEFS |
| COMMUNICATION | CULTURE | DISABILITY |
| EDUCATION | ETHNICITY | EXPERIENCE |
| GENDER | KNOWLEDGE | LANGUAGE |
| LITERACY | POLITICS | RELIGION |
| STYLE |  |  |

**What is an “unofficial start activity”?**

Unofficial start activities are optional activities that are set up in advance for training attendees to participate in as they arrive. These are great for those early birds who are looking for something to do while they wait for the training to begin! It is also a way for trainees to connect with one another before any content is even delivered.