

Principles of Adult Learning

Andragogy, or Adult Learning Theory, was originally used by Alexander Kapp, a German educator in 1833. However, it is Malcolm Knowles, who is credited for the popularity of the term and much of the science and theory behind it. In a nutshell, andragogy recognizes that adults learn differently than youth or adolescents and require different approaches.

We begin with 4 “must haves” for adult learning and provide 6 adult learning principles on page 69.

At Berlineaton, we use these principles daily.

Problem Centric

Adult learners prefer a problem solving approach, not a subject-centred approach.

Personal Value

The learning that has the most meaning for adults is that which has personal value.



Self Directed

Adults learn best when they have the opportunity to control their learning experience.

Prior Experience

Current and past experience is a rich resource for adult learners.

3^{be} Principles of Adult Learning

Working with adults to solve problems presents learning opportunities. Here are **six principles** we use frequently in our consulting practice.

Getting Started

1

Create a Climate of Respect – start where people are at and build from there.

2

Empower Participants – give people the opportunity to design their own solutions including their roadmap to success.

3

Employ An Appreciative Inquiry Approach – assume success, focus on facts, and be positive.

Finish Strong

4

Build on Experience – draw on the talent and expertise you have in the room – current and past.

5

Lean Towards A Bias for Action – work towards solutions that are practical and realizable.

6

Utilize techniques for Full Participation – facilitate to bring out the best in both the introverts and extroverts through a variety of small and large group facilitation techniques.