

# Adult Learning Models

## Highlights of the primary adult learning models

### *Andragogy—Malcolm Knowles*

- ❖ Self-concept of learner—self-directed
- ❖ Prior experience of the learner—uses experience as a resource for self and others
- ❖ Readiness to learn—is developed from life experience
- ❖ Orientation to learning—is task-or problem-centered
- ❖ Motivation to learn—is based on internal incentives and curiosity

### *Taxonomy of Learning—Benjamin Bloom*

- Knowledge—(cognitive) development of intellectual skills
- Skills—(psychomotor) physical movement, coordination, and the use of motor skills
- Attitude—(affective) feelings, motivation, and enthusiasm; emotional response to things

### *Learner-Centered Teaching—Carl Rogers*

Effective facilitators:

- ➔ Establish the initial mood
- ➔ Clarify the purpose of the learning
- ➔ Rely on the desire of each learner
- ➔ Organize a wide range of resources
- ➔ Act as a flexible resource
- ➔ Accept both intellectual content and emotional attitudes
- ➔ Act as participant learners
- ➔ Accept their own limitations

### *Individual Characteristics of Learning*

- ◆ Motivation—must translate the learner's external need into an internal need to foster learning

## Adult Learning Models

- ◆ Goals—learners learn best when they can immediately apply new knowledge or skills to real life situations
- ◆ Experience—adults learn best by doing and experiential learning helps them learn the skill or apply the knowledge in a real or simulated environment
- ◆ Culture—cultural differences may be personal (country, ethnicity, etc.) or organizational and should be accounted for in designing learning events

### *Other Models to Consider*

#### **Behaviorism**—B.F. Skinner

- Learning occurs through reinforcements of desired responses

#### **Cognitivism**

- Learning occurs through exposure to logically presented information

#### **Learning Brain Model**

- Right and left brain theories
- Whole Brain—W. E. (Ned) Herrmann

#### **Accelerated Learning**

Purpose is to involve both the right and left hemispheres, the cortex and the limbic systems of the brain in learning.

#### **Neurolinguistic Programming (NLP)**

- Visual—intake by seeing
- Auditory—intake by hearing
- Kinesthetic—intake by doing and touching

#### **Multiple Intelligences**—Howard Gardner

Intelligence is a measurable aptitude used to create and solve problems which is valued by the culture

#### **Maslow's Hierarchy of Needs**—Abraham Maslow

The hierarchy of need is a foundation of motivation for people to achieve their potential.