

# Adult Learning Theory: Everything You Need To Know

## 5 Assumptions Of Adult Learning

### ① Self-Concept

Adults thrive in independent learning scenarios. As a person matures, they become more independent.

### ② Readiness to Learn

Adults are attracted to learning most when they have developmental tasks to complete with clear objectives.

### ③ Motivation to Learn

Adults are motivated by internal factors rather than external pressures.

### ④ Experience

Adults accumulate a growing reservoir of knowledge as they age and can refer to past experiences as resources for present and future learning.

### ⑤ Orientation to Learning

As a person matures, their orientation toward learning shifts from subject to problem-oriented.



## 4 Principles Of Adult Learning

1

Adults need involvement in the plan and evaluation stages of their instruction.

2

Adults are most interested in learning programs that are of immediate value and relevance to their job.

3

Experience and learning from mistakes provide the basis for learning activities.

4

Rather than being concerned with content, adult learning is problem-oriented.

