

Knowles' 4 Principles Of Andragogy

Train to Your Audience

Malcolm Shepherd Knowles (1913 – 1997) was an American educator who identified the characteristics of adult learners and created the principles of adult learning theory.

Using the adult learning theory principles that Knowles identified helps you deliver effective training by helping you meet the unique needs of your audience.

These are the principles



#1

Adults need to know why they are learning something.



#2

Adults learn through doing (even if they make mistakes).



#3

Adults are problem-solvers.



#4

Adults learn best when the subject is of immediate use.



Adult learning improves individual knowledge and skill. This in turn can improve organizational performance as learners apply that knowledge directly to their work.
