

## Adult Learning Theories Reference Page

| Adult Learning Theory                                                                              | Description                                                                                                                                                                | Details                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Andragogy<br><i>Malcolm Knowles</i>                                                                | A theory of learning based on the belief that adults are self-directed learners.                                                                                           | <ul style="list-style-type: none"> <li>- Adults bring life experiences to learning</li> <li>- Learning is goal-oriented and relevant</li> <li>- Adults have internal motivation</li> </ul>                                                                                                                                                                                                   |
| Cognitive Learning                                                                                 | A theory of learning based on the belief that learning occurs by processing information and storing it in memory.                                                          | <ul style="list-style-type: none"> <li>- Learning is most effective when learners are engaged and incorporate their own experience and prior knowledge</li> </ul>                                                                                                                                                                                                                            |
| Constructivist Learning                                                                            | A theory of learning based on the belief that learning occurs through dialogue, engagement, and cooperation.                                                               | <ul style="list-style-type: none"> <li>- Providing experiences that induce cognitive conflict and incorporate relevant information encourages learners to develop new knowledge schemes (personal/individual constructivist)</li> <li>- Knowledge is constructed when individuals engage socially in talk and activity regarding shared problems or tasks (social constructivist)</li> </ul> |
| Embodied/Somatic Learning<br><i>Siegesmund, Michelson, Matthews, Crowdes</i>                       | A theory of learning based on the belief that learning is an experience of the mind, body, and spirit.                                                                     | <ul style="list-style-type: none"> <li>- All people have experiences when the body communicates, such as a panic attack or a "gut" reaction</li> </ul>                                                                                                                                                                                                                                       |
| Experiential Learning<br><i>Kolb; Jarvis; Boud and Walker; Usher, Bryant, and Johnson; Fenwick</i> | A theory of learning based on the belief that learners have a vast array of experiences and learning from interactions with peers.                                         | <ul style="list-style-type: none"> <li>- Learning is a continuous process grounded in experiences that engage the learner mentally, physically, and emotionally</li> <li>- Based on the present or reliving past experiences</li> </ul>                                                                                                                                                      |
| Narrative Learning                                                                                 | A theory of learning based on "storying" an experience to integrate it with existing knowledge and create new meaning.                                                     | <ul style="list-style-type: none"> <li>- Learning occurs through journaling, storytelling, and conversations that relate experiences to one another</li> </ul>                                                                                                                                                                                                                               |
| Self-Directed Learning (SDL)<br><i>Houle, Tough, Knowles</i>                                       | A theory of learning based on a process of learning in which people take the primary initiative for planning, carrying out, and evaluating their own learning experiences. | <ul style="list-style-type: none"> <li>- One cannot separate the learning process from the situation in which the learning is presented</li> <li>- Can happen organically through work or an intentional pursuit</li> </ul>                                                                                                                                                                  |

|                                                                                                        |                                                                                                                                                        |                                                                                                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Social Learning/Social Cognitive Theory                                                                | A theory of learning based on the belief that learning occurs in a social environment.                                                                 | <ul style="list-style-type: none"> <li>- People acquire knowledge, rules, skills, strategies, beliefs, and attitudes by observing others</li> <li>- People learn about the usefulness and appropriateness of behaviors by observing the consequence of modeled behaviors</li> </ul> |
| Transformative Learning<br><i>Jack Mezirow w/Laurent Daloz and Robert Boyd;</i><br><i>Paulo Freire</i> | A theory of learning based on the belief that learning is a shift in consciousness, changing the way a person thinks about themselves and their world. | <ul style="list-style-type: none"> <li>- Adults can transform their beliefs, attitudes, and emotional reactions through critical reflection and discourse</li> </ul>                                                                                                                |