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Adults Learn Differently: Andragogy

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When a trainer at a company workshop opens a textbook and reads it aloud from start to finish, many people quickly get bored. Yet the same people light up and fire off questions when they are learning an Excel feature they need for a meeting tomorrow. Why do adults learn so much better when the material connects to their own work? A leading educational theory that tries to answer this question is “Andragogy.” Simply put, andragogy means “the art and science of helping adults learn.” The word combines the Greek “andros,” meaning adult man, and “agogos,” meaning to lead, and it is paired with “p