

**A Comparison of Assumptions and Processes
of
Pedagogy and Andragogy
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Assumptions		
	Pedagogy	Andragogy
<i>Self-Concept</i>	Dependency	Increasing Self-Directedness
<i>Experience</i>	Of little worth	Learners are a Rich Resource for Learning
<i>Readiness</i>	Biological Development Social Pressure	Developmental Tasks of Social Roles
<i>Time Perspective</i>	Postponed Application	Immediacy of Application
<i>Orientation to Learning</i>	Subject Centered	Problem Centered

Process Elements		
	Pedagogy	Andragogy
<i>Climate</i>	Authority-oriented Formal Competitive	Mutuality Respectful Collaborative Informal
<i>Planning</i>	By Instructor	Mechanisms for Mutual Planning
<i>Diagnosis of Needs</i>	By Instructor	Mutual Self-Diagnosis
<i>Formulation of Objectives</i>	By Instructor	Mutual Negotiation
<i>Design</i>	Logic of the Subject Matter Content Units	Sequenced in Terms of Readiness Problem Units
<i>Activities</i>	Transmittal Techniques	Experiential Techniques (Inquiry)
<i>Evaluation</i>	By Instructor	Mutual Re-diagnosis of Needs Mutual measurement of Program