



Kolb Experiential Learning Cycle

The Kolb Experiential Learning cycle is a systemic frame to understand how we learn from our experiences. You enter the learning cycle (Concrete Experience, Observation and Reflection, Forming abstract concepts, Testing in New Situations) in a different phase depending on your learning style (Accommodating, Diverger, Assimilator, Converger). We learn when we engage all of the learning styles not just our dominant style. This is why it is important to be aware of and support all learning styles in order to gain the most out of our experiences.

Exercise

What is the first thing you do when you start a project?

- Jump in feet first - Concrete Experience
- Research what has done before - Observation and reflection
- Develop a theory then try it out – Framing abstract concepts
- Plan steps toward action - Testing in new situations

The answer to this question points to your dominant learning style, the most comfortable in a given situation. Ask others the same question to find out more about your group.

	Learning Preference	Personality Trait
Jump in feet first	Concrete Experience	Accommodator
Research what has done before	Observation and reflection	Diverger
Develop a theory then try it out	Plan steps toward action	Assimilator
Framing abstract concepts	Testing in new situations	Converger