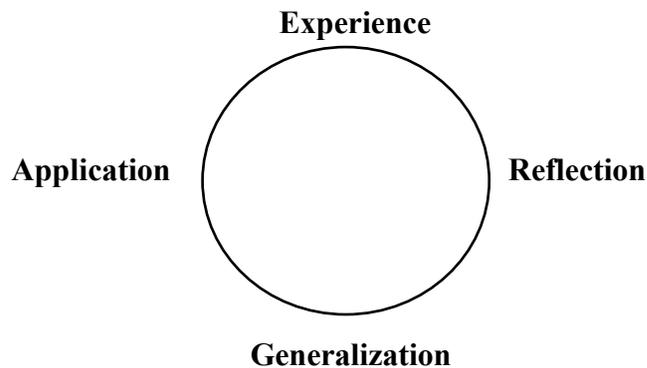


KOLB'S Adult Learning Cycle

Learning is most successful when all steps in the learning cycle are included in your process. Though best experienced in the sequence indicated, where one prefers to begin varies from person to person and from situation to situation.



We tend to be more comfortable with some of these skills and steps than others. These often become what is known as your *preferred learning style*. It does not necessarily mean you are without skills or knowledge in the other areas. At the same time, the areas you shy away from might indicate potential learning edges for you.

<p>Experience (getting involved)</p> <p>An activity or remembered experience is used to stimulate an issue or problem and allows the learner to generate data.</p>	<p>Learning by feeling:</p> <ul style="list-style-type: none"> • learning from specific experiences • relating to people • sensitivity to feelings and people 	<ul style="list-style-type: none"> • What happened? • What are you feeling? <p>What do you need to know?</p>
<p>Reflection (listening)</p> <p>The experience is discussed further and the data is interpreted. Questions are used to facilitate this observation and reflection process to assist in understanding.</p>	<p>Learning by watching and listening:</p> <ul style="list-style-type: none"> • careful observation before making a judgment • viewing things from different perspectives • looking for the meaning of things 	<ul style="list-style-type: none"> • How was that significant? • How did you account for that? • What does this suggest about yourself or your situation?
<p>Generalization (creating an idea)</p> <p>Information is analyzed and conclusions drawn about the specific knowledge gained by experience and reflection steps.</p>	<p>Learning by thinking:</p> <ul style="list-style-type: none"> • logical analysis of ideas • systematic planning • acting on an intellectual understanding of a situation 	<ul style="list-style-type: none"> • How does this relate to other experiences? • What principle do you see operating? • What new or changed ideas do you have?
<p>Application (making decisions)</p> <p>New skills and knowledge are applied to real-world situations. This is an opportunity to practice learnings.</p>	<p>Learning by doing:</p> <ul style="list-style-type: none"> • ability to get things done • risk taking • influencing people and events through action 	<ul style="list-style-type: none"> • How can I use what I have learned? • What modifications are needed for this to work for me?