

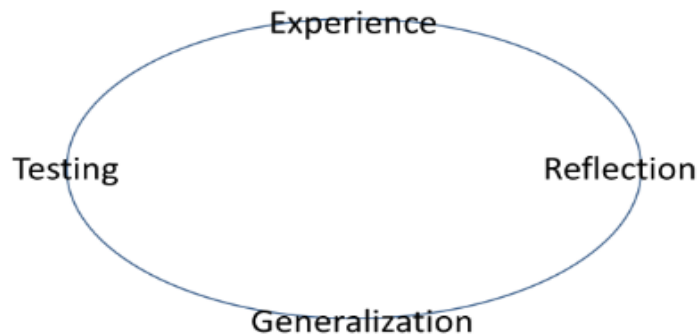
# SEMPRE

How grown-ups learn

Teambuilding/learning workshop

## Four learning styles

- According to Kolb you can describe the learning process as a 4 step cycle:



Learning is a continuous process and includes all steps

1. **Concrete experience (KE)** is
2. followed by **Reflective observation (RO)**, which lead to
3. **Concepts and generalizations (AB)**, which again lead to
4. **Active experiment and testing hypothesis through action (AE)**, which again lead to.....

## Orientation towards concrete experience (KE):

### *"The Activist"*

- "Focuses on being involved in experiences and dealing with immediate human situations in a personal way. It emphasizes feeling as opposed to thinking; A concern with uniqueness and complexity of present reality as opposed to theories and generalizations; an intuitive, "artistic" approach as opposed to the systematic, scientific approach to problems. People with concrete-experience orientation enjoy and are good at relating to others. They are often good intuitive decision makers and function well in unstructured situations. The person with this orientation values relating to people and being involved in real situations, and has an open-minded approach to life"

(Kolb 1984, 68).

## Orientation towards reflective observation (RO)

### *“The Reflective”*

- “Focuses on understanding the meaning of ideas and situations by carefully observing and impartially describing them. It emphasizes understanding as opposed to practical application; a concern with what is true or how things happen as opposed to what will work; an emphasis on reflection as opposed to action. People with a reflective orientation enjoy intuiting the meaning of situations and ideas and are good at seeing their implications. They are good at looking at things from different perspectives and appreciating different points of view. They like to rely on their own thoughts and feelings to form opinions. People with this orientation value patience, impartiality, and considered, thoughtful judgement.”

(Kolb 1984, 68).

## Orientation towards abstract conceptualization (AB)

### *“The Theoretician”*

- “Focuses on using logic, ideas, and concepts. It emphasizes thinking as opposed to feeling; a concern with building general theories as opposed to intuitively understanding unique, specific areas; a scientific as opposed to an artistic approach to problems. A person with an abstract-conceptual orientation enjoys and is good at systematic planning, manipulation of abstract symbols, and quantitative analysis. People with this orientation value precision, the rigor of discipline of analysing ideas, and aesthetic quality of a neat conceptual system.”

(Kolb 1984, 69)

## Orientation towards active experimentation (AE)

### *“The pragmatist”*

- “Focusses on actively influencing people and changing situations. It emphasizes practical applications as opposed to reflective understanding; a pragmatic concern with what works as opposed to what is absolutely truth; an emphasis on doing as opposed to observing. People with an active-experimentation orientation enjoy and are good at getting things accomplished. They are willing to take some risks in order to achieve their objectives. They also value having influence on the environment around them and like to see results”

(Kolb 1984, 69)