

Kolb's Model

OF EXPERIENTIAL LEARNING

Concrete Experience – Kolb described learning as the process whereby knowledge is created through the transformation of experience. The learning cycle is initiated when a new experience is encountered or an existing experience is reinterpreted.

Reflective Observation – Learners suspend assumptions and review what happened during the experience and process how they feel about it. Asking “What?” questions that uncover details from the experience and “gut” questions to reveal the emotional aspects of the experience are foundational for learning.

Abstract Conceptualization – Learners investigate their reflections (from the previous stage) and puzzle over linkages with the curriculum. Asking “So what does this mean?” questions allows learners to use their experience and the curriculum to problematize their reflections, motivations, and values and ultimately achieve tentative meanings.

Active Experimentation – Posing “Now what?” questions prepares learners to put knowledge into practice. When learners test conclusions during new or reinterpreted concrete experiences, the learning cycle begins again.

