



meet Kolb and his circle

Meet a classic figure of experiential learning theory: David Kolb! He is most renown for his theory of experiential learning, and the concept of different **learning styles that were developed later on.**

He says: "Learning is the process whereby knowledge is created through the transformation of experience."

So, does the term experiential learning make sense? It looks like repeating the same thing!

What makes the difference? For learning to take place, the individual needs to be *engaged*.

Here is a practical definition we can use:

"Experiential learning is the process where I actively make sense between what I experience (my inner world) and what exists in the physical universe around."

(definition adapted from Beard-Wilson, 2006: Experiential Learning)

experience

Something concrete. In training, created by trainers. An environment to experience something.

Personal example: Our training was cancelled by the German NA.

testing in new situations

In this part we test the result of the previous step.

We do something based on the concept "created" before. This then leads to a new experience, reflection and so on.

Personal example: My teammates complain about what I am doing, there is confusion.

forming concepts

In this part we (un)consciously make sense of what we "KNOW" from the experience.

We create a CONCEPT about it. This is something theoretical that has an impact on our actions.

Personal example: It's best to do my practice training out of my own resources!

reflection

A more or less conscious look at what happened in the experience part. In this part real THINKING is taking place.

Verbalising the thinking can be effective (pair or group work).

Personal example: I was looking at the event of cancellation as something that creates new opportunities.