

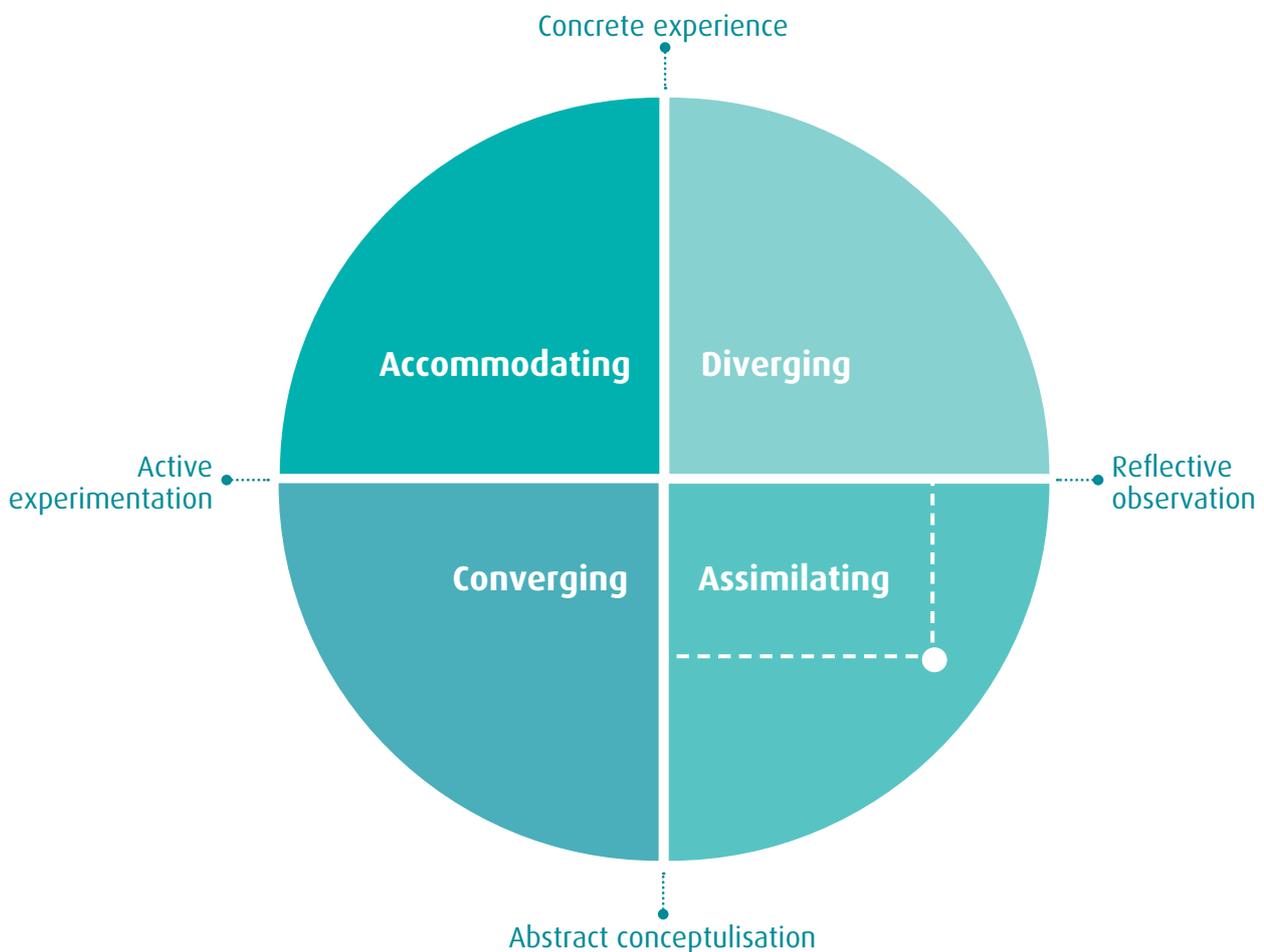
Worksheet on Kolb

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When you have read pages 1 and 2 try to complete the grid on page 3.

We may begin a learning process in any of the four phases of the learning cycle and a well-rounded learning process would cycle through all four phases. However, individuals may sometimes skip a phase in the cycle or focus primarily on just one. Kolb's theory tells us that to optimise learning we should recognise where this happens and develop ways of strengthening learning skills that are outside of our own preferences.

Kolb explains that people have different preferences in the way they approach learning based on two pairs of variables – how they approach a task and how they think or feel about it. The combination of these leads to four distinct preferences or learning styles.



Principles of adult learning

Diverging (feeling and watching – CE/RO): These people are able to look at things from different perspectives. They are sensitive. They prefer to watch rather than do, tending to gather information and use imagination to solve problems. They are best at viewing concrete situations from several different viewpoints. Kolb called this style diverging because these people perform better in situations that require ideas-generation, for example, brainstorming. People with a diverging learning style have broad cultural interests and like to gather information. They are interested in people, tend to be imaginative and emotional, and tend to be strong in the arts. People with the diverging style prefer to work in groups, to listen with an open mind and to receive personal feedback.

Assimilating (watching and thinking – AC/RO): The assimilating learning preference is for a concise, logical approach. Ideas and concepts are more important than people. These people require good clear explanation rather than practical opportunity. They excel at understanding wide-ranging information and organising it in a clear logical format. People with an assimilating learning style are less focused on people and more interested in ideas and abstract concepts. People with this style are more attracted to logically sound theories than approaches based on practical value. This learning style is important for effectiveness in information and science careers. In formal learning situations, people with this style prefer readings, lectures, exploring analytical models and having time to think things through.

Converging (doing and thinking – AC/AE): People with a converging learning style can solve problems and will use their learning to find solutions to practical issues. They prefer technical tasks, and are less concerned with people and interpersonal aspects. People with a converging learning style are good at finding practical uses for ideas and theories. They can solve problems and make decisions by finding solutions to questions and problems. People with a converging learning style are more attracted to technical tasks and problems than social or interpersonal issues. A converging learning style enables specialist and technological abilities. People with a converging style like to experiment with new ideas, to simulate and to work with practical applications.

Accommodating (doing and feeling – CE/AE): The accommodating learning style is hands-on, and relies on intuition rather than logic. These people use other people's analysis, and prefer to take a practical, experiential approach. They are attracted to new challenges and experiences, and to carrying out plans. They commonly act on gut instinct rather than logical analysis. People with an accommodating learning style will tend to rely on others for information, rather than carrying out their own analysis. This learning style is prevalent and useful in roles requiring action and initiative. People with an accommodating learning style prefer to work in teams to complete tasks. They set targets and actively work in the field, trying different ways of achieving an objective.

Kolb	Implications for your work with adults
Diverging <i>(feeling and watching – CE/RO)</i>	
Assimilating <i>(watching and thinking – AC/RO)</i>	
Converging <i>(doing and thinking – AC/AE)</i>	
Accommodating <i>(doing and feeling – CE/AE)</i>	