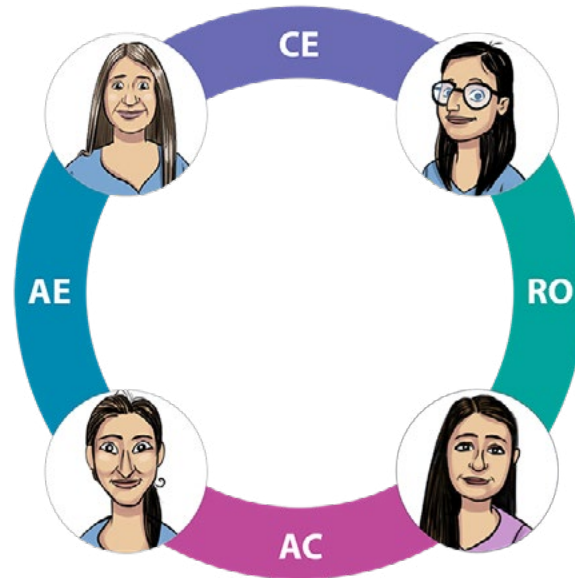


Activity: Kolb's cycle and learning styles

Instructions: Move each of the trainees to the stage of the learning cycle where she will be most effective.



Answers

Activist style (Positioned at the intersection of active experimentation and concrete experience)

Marissa is at ease at this stage of Kolb's cycle because she likes to learn through action and experiment in new situations. She applies new theories by getting involved, physically and emotionally, moving toward the first stage of the cycle and beginning the loop once again.

Reflective style (Positioned at the intersection of concrete experience and reflective observation)

Catherine. A trainee who prefers the reflective style memorizes situations and is sensitive to emotions. Concrete experience allows him to go through a situation and remember it, subsequently reconstructing and analyzing it, which characterizes the reflective observation stage.

Theorist style (Positioned at the intersection of reflective observation and abstract conceptualization)

Myriam likes to solve problems analytically and does not appreciate being thrown into action. At this stage of the cycle, she is comfortable, because based on the analysis she has started in the reflective observation stage, she will be able to further her reflection by synthesizing information (theoretical link, conceptual framework).

Pragmatist style (Positioned at the intersection of abstract conceptualization and active experimentation)

Flavie. The trainee who has a pragmatist style needs to validate information. At this stage, he will focus on the task at hand, seeking to verify the hypotheses he put forward during the previous stage of abstract conceptualization.