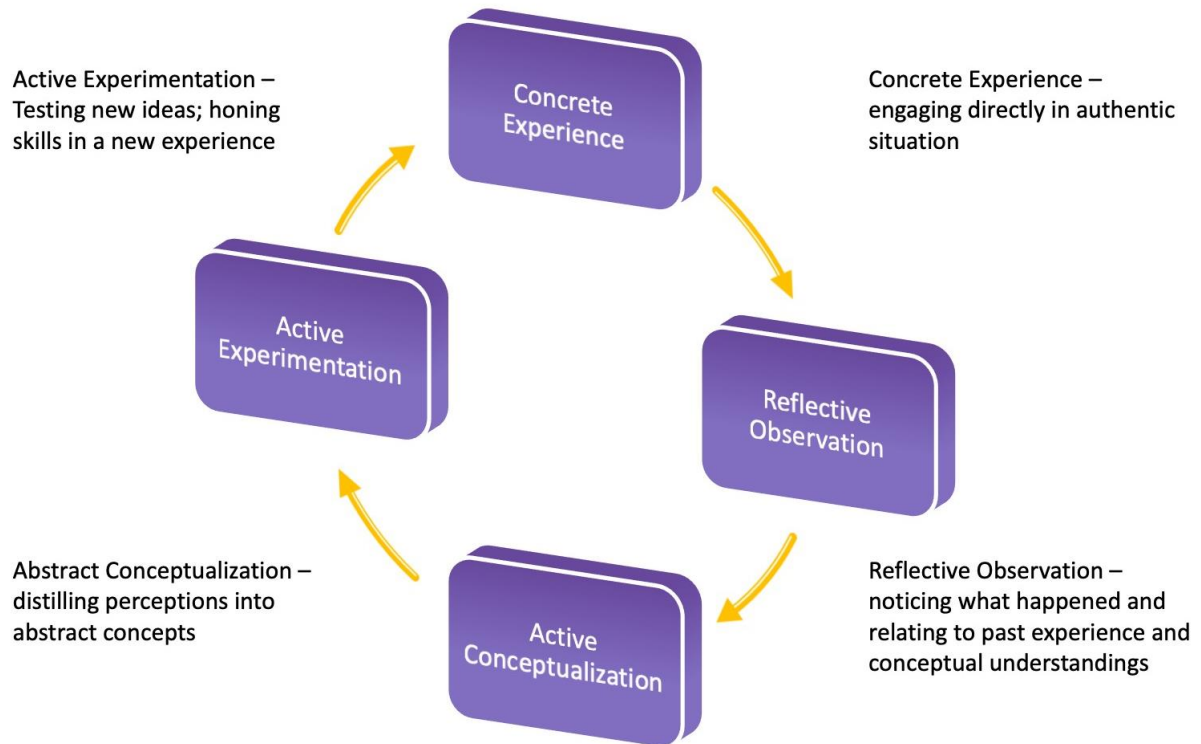


## David Kolb's Four-step Cycle of Experiential Learning



1. **Concrete experience** - a new experience or situation is encountered or a reinterpretation of existing experience.
2. **Reflective Observation of the New Experience** - particular importance are any inconsistencies between experience and understanding.
3. **Abstract Conceptualization** - reflection gives rise to a new idea or a modification of an existing abstract concept (the person has learned from their experience).
4. **Active Experimentation** - the learner applies their idea(s) to the world around them to see what happens.

### Reference:

Kolb, D.A. (1984). *Experiential learning: experience as the source of learning and development*. Englewood Cliffs, NJ: Prentice Hall.