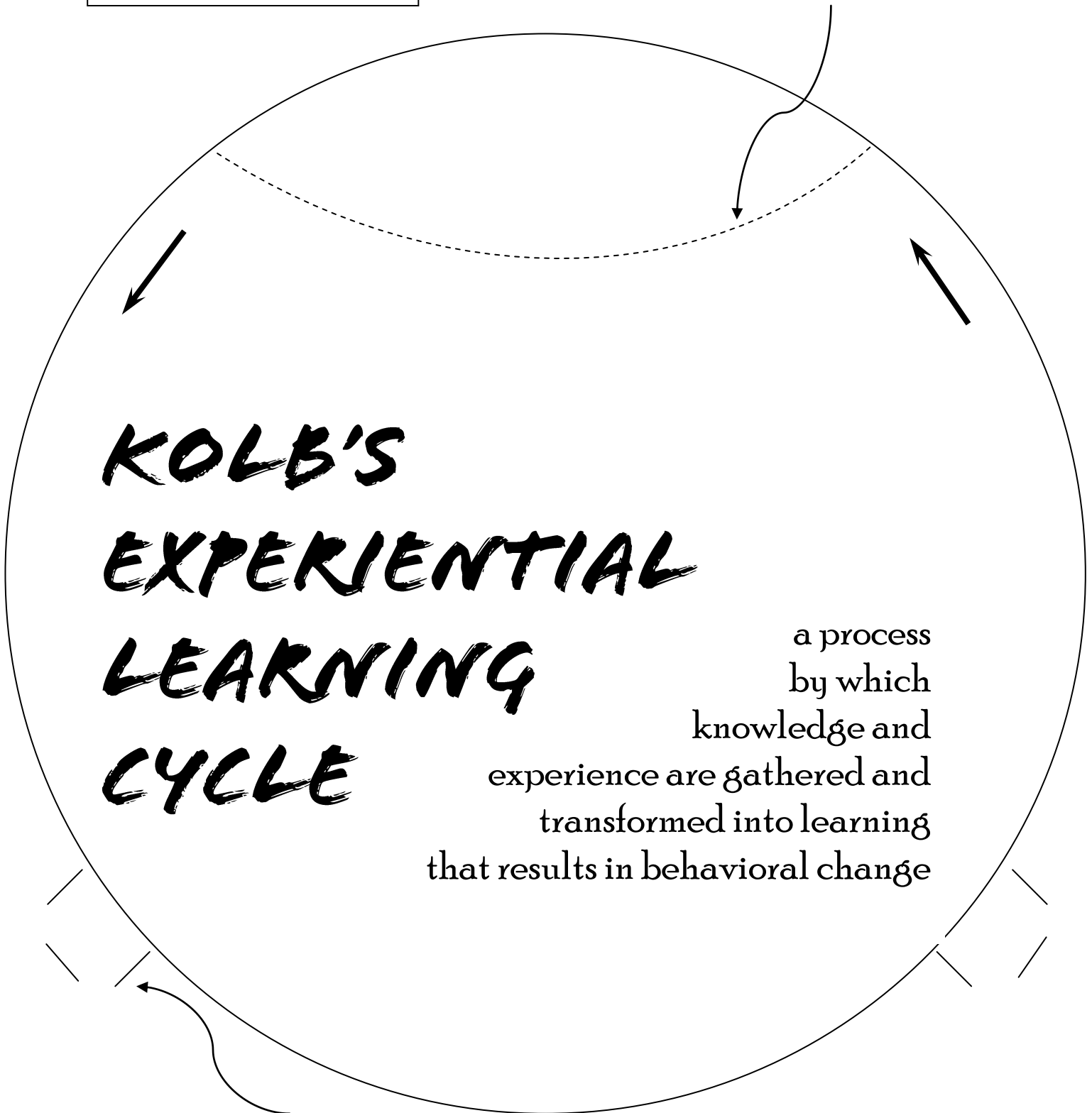


Spinner Template
Side A

Cut on dotted line
to create window



Cut around circle and tabs. Fold tabs inside.
Sandwich inside circle between A & B.
Glue tabs to back of Side B.

Side B

Cut around circle and tabs. Fold tabs inside.
Sandwich inside circle between A & B.
Glue tabs to back of Side A.

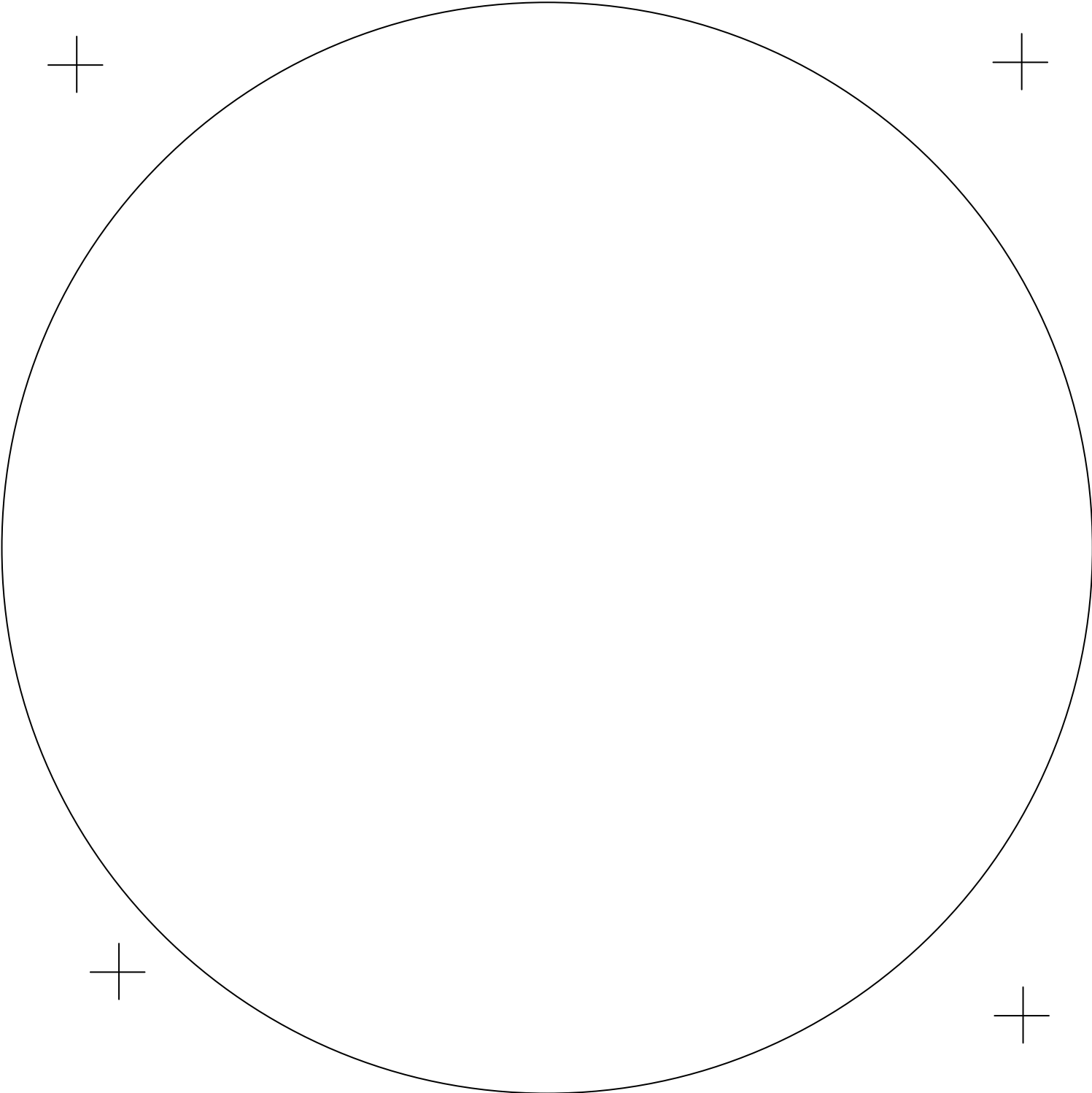
KOLB'S EXPERIENTIAL LEARNING CYCLE

Training
Techniques in Each
Phase of the
Learning Cycle

Use a variety of
techniques to
address preferred
styles of different
learners

Cut on dotted line
to create window

Front and Back of inside circle. Sandwich between Sides A & B.



CONCRETE EXPERIENCE - DOING

REFLECTIVE OBSERVATION - THINKING

ABSTRACT CONCEPTS - THEORY

ACTIVE EXPERIMENTATION - PRACTICE

Personal or group experiences and activities provide “data” – the source for learning

Data is analyzed, examined, and dissected to make connections and derive general principles

General principles are organized into one or more hypotheses

A plan is devised to test the hypothesis the next time a similar situation is experienced

DOING

Artwork	Demonstration	Energizer
Field Trip	Game	Icebreaker
Music	Problem Drama	Puzzle
Role Play	Self-Instruction	Skit
	Simulation	

THINKING

Brainstorming	Critical Incident	Discussion
Journal	Metaphor	Visualization
Reaction Forms	Self-Instruction	Silence

THEORY

Debate	Forum	Handouts
Instruments	Lecture	Panel
Self-Instruction	Reading	
Question-Answer	Period	

PRACTICE

Case Study	Demonstration	Game
Skill Building	Simulation	Skit
Problem Drama	Self-Instruction	Role Play
Problem Solving	Fishbowl or Group on Group	