Reflection session with Experiential learning cycle

Name of event

Date, author
Experiential Learning Cycle (Kolb)

Concrete experience
feeling

Activist
Accommodating
Feel and do

Reflective observation
watching

Theorist
Assimilating
Think and watch

Theorist
Converging
Think and do

Abstract
Conceptualization
thinking

Pragmatist
Active experimenting
doing
Experiential Learning Cycle (Kolb)

CONCRETE EXPERIENCE
- doing
- having an experience

REFLECTIVE OBSERVATION
- renewing
- reflecting on the experience

ACTIVE EXPERIMENTATION
- planning
- trying out what you’ve learned

ABSTRACT CONCEPTUALISATION
- concluding
- learning from the experience
What happened?

- What: What was yesterday's programme in key words? What were the most important things we did yesterday?

- What happened: what did you observe, what did you hear, what did you feel, what did you say? What was your experience like?

- What were the special moments, questions or challenges?
Why?

- Why did some things go well? Why did some other things not go well?
- Why: What surprised and impressed you yesterday, and why?
- With what do you agree/disagree and why? What was most important or interesting for you, why?
So what:

- **So what**: So considering your reflection, what did you learn (about a specific topic) from yesterday's session?
- What does it mean looking at it from a broader perspective, zooming out?
- What conclusion can you draw or generalizations can you make?
Now what?

- **Now What** can you use, which lessons or ideas can you apply in your own context?

- Now what does this mean if you would apply this in your own practice? What are the implications of this learning for you in your work, and for your organisation?

- Which questions do you still have and what actions will you take to explore them?
Thank you!

For more information see book:

**Reflection Methods**

Practical Guide for Trainers and Facilitators

Tools to make learning more meaningful

Gordijn et al, 2018