



Experiential Learning Cycle: Questions to Aid Review

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CAPLOR HORIZONS RIPPLE PAPERS

...creating ripples of change



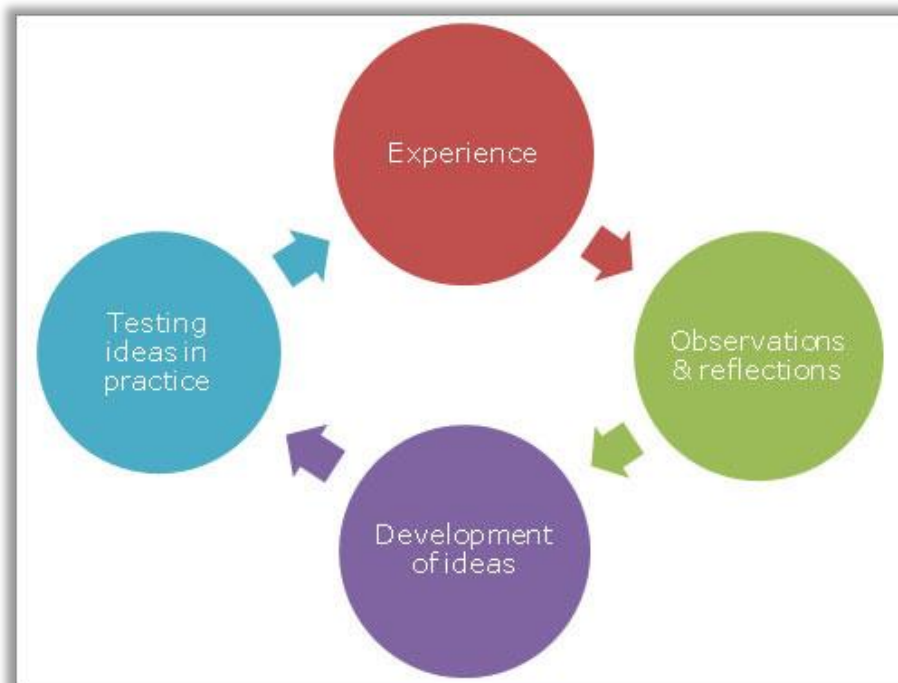
Learning differently

Thinking differently

Acting differently

The Kolb Experiential Learning Cycle: Questions to Aid Review

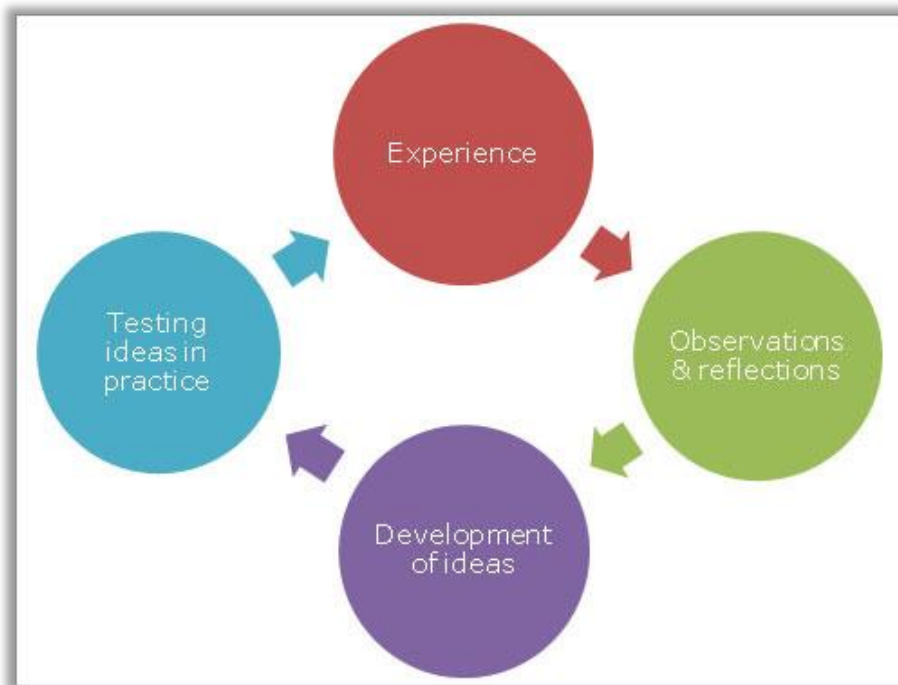
Questions for reviewing exercises / projects – following the Kolb Experiential Learning Cycle



The Observation & Reflection stage of the review: post activity

All of these questions are designed to focus on pure observation and recall. They ask for neutral, evidence based description of things that may be significant at a later stage:

- *What happened?*
- *What did you observe during the activity?*
- *What did you notice about what you did?*
- *What did you notice other people doing?*
- *Did you notice anything that changed during the activity?*
- *How did the decision get made to?*
- *What, exactly, did you (or someone else) say or do at that point?*
- *What was the effect of that behaviour?*
- *When X happened did you notice anything else that also happened at the same time?*
- *Were you aware of any pattern in the behaviours demonstrated e.g. "Anna asked a lot of questions?" If not, can you think of any patterns now as you reflect?*



The Conceptualisation stage of the review and development of ideas

Questions at this stage of the cycle are designed to focus on interpretation, understanding and the creation of personal meaning. Whilst they should be context specific, here are examples of probing questions to develop understanding:

- *What do you think the intention behind that behaviour was? What were you (or someone else) trying to achieve?*
- *Why do you think the effect was, or was not, what the person intended?*
- *Why do you think Person A was able to influence the group so well?*
- *How successfully do you think the group worked together to achieve X?*
- *What might you do differently if you were to do this activity again?*
- *What is important to you about the experience you've just had?*
- *Is there anything that we've talked about that is particularly relevant or useful to you? What is that and how might you start to use that new insight?*

The Application stage of the review – testing ideas in practice

Questions here are intended to help the learner to make the transition back into their own working or community environments and to think about how they can use their learning to improve performance or personal effectiveness and satisfaction. Examples are:

- *What will you stop, start or continue as a result of this experience?*
- *Is there anything you will try that will be a big change for you? How do you feel about that?*
- *What support might you need from others?*
- *In what situations would it be useful to apply this new learning? Where, when, with whom?*
- *How will you know if you are being successful – what measures can you use to check?*
- *What do you see as the benefits of applying this learning? What is "in it for you"?*
- *How will you continue to learn from the new experiences you will undoubtedly have as you implement these changes?*

Caplor Horizons – Background

Established in 2014, Caplor Horizons is an independent charity. We work with other charities and responsible businesses and now have over 50 Advisors. These are outstanding people that bring specialist knowledge and experience. They contribute their time on a voluntary basis, or at reduced rates, so that Caplor Horizons can provide high quality and distinctive services at an accessible cost.

Working locally, nationally and internationally, we help other organisations think differently about themselves and the new horizons that they face. We support them in strengthening their leadership, renewing their strategy and improving their influence.

We want to encourage and assist a new generation of organisations that are committed to making a positive and lasting impact. We believe that if we are to achieve real, sustainable change, we need to inspire and enable people to learn differently, think differently and act differently.

Our vision is: *A world where leaders deliver a sustainable future for all*

Our purpose is: *To be courageous, compassionate and creative in facilitating transformational change*

Our values are:

- **Courage** – We are courageous change makers committed to challenging assumptions, taking risks and having difficult conversations
- **Compassion** – We are open, understanding and heartfelt, encouraging the nourishment of our whole selves and others
- **Creativity** – We learn, think and act differently, and are innovative and resilient in an ever-changing world

Our beliefs are:

- Through diversity we ignite dynamic innovation
- Collaboration helps achieve greater impact
- Everyone matters
- We are all leaders in our individual and collective ways
– we are all change makers!
- Learning is more effective if it is fun, engaging and creative
- Building on people's strengths creates greater resilience

Our strategic goals:

- Goal 1: Transforming Leadership
- Goal 2: Strengthening Resilience
- Goal 3: Increasing Collaboration

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