

Kolb's Learning Styles and Experiential Learning Model

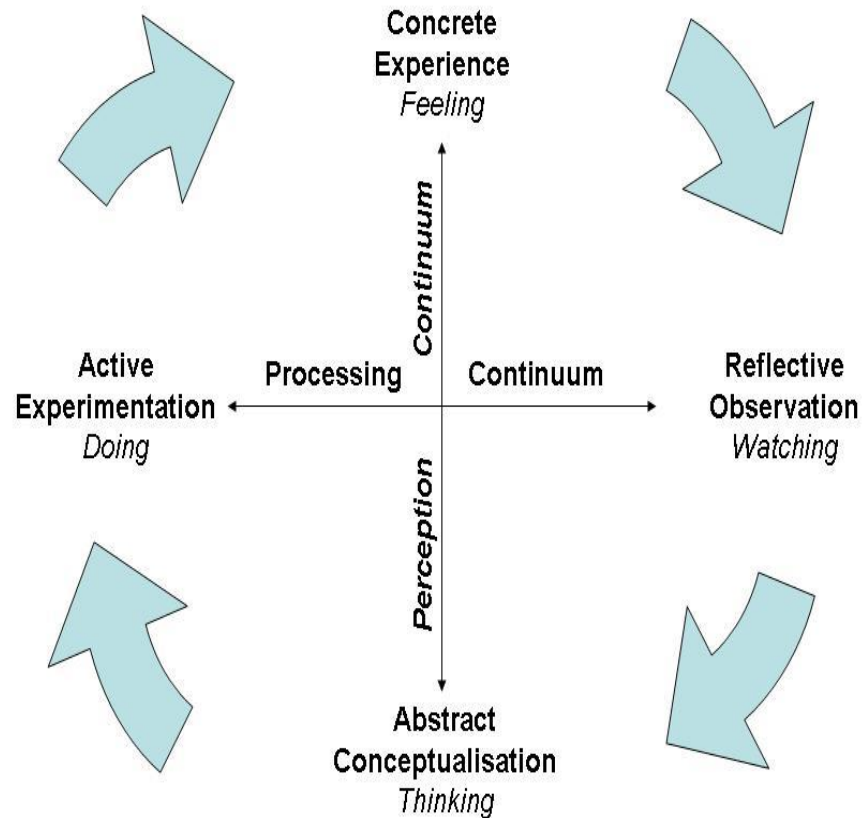
<http://www.nwlink.com/~donclark/hrd/styles/kolb.html>

Maslow - Hierarquia de Necessidades - Motivação

<http://www.psicologia.org.br/internacional/pscl45.htm>

- David Kolb, Professor of Organizational Behavior at Case Western Reserve University, is credited with launching the learning styles movement in the early seventies and is perhaps one of the most influential learning models developed.
- According to Kolb (1984, 41), "learning is the process whereby knowledge is created through the transformation of experience. Knowledge results from the combination of grasping experience and transforming it." He proposes that experiential learning has six main characteristics:
 - Learning is best conceived as a process, not in terms of outcomes.
 - Learning is a continuous process grounded in experience.
 - Learning requires the resolution of conflicts between dialectically opposed modes of adaptation to the world (learning is by its very nature full of tension).
 - Learning is a holistic process of adaptation to the world.
 - Learning involves transactions between the person and the environment.
 - Learning is the process of creating knowledge that is the result of the transaction between social knowledge and personal knowledge.

Ciclo de Aprendizagem de Kolby



- Concrete experience (feeling): Learning from specific experiences and relating to people. Sensitive to other's feelings.
- Reflective observation (watching): Observing before making a judgement by viewing the environment from different perspectives. Looks for the meaning of things.
- Abstract conceptualization (thinking): Logical analysis of ideas and acting on intellectual understanding of a situation.
- Active experimentation (doing): Ability to get things done by influencing people and events through action. Includes risk-taking.

Some Examples

- **Learning to ride a bicycle:**
 - Reflective observation - Thinking about riding and watching another person ride a bike.
 - Abstract conceptualization - Understanding the theory and having a clear grasp of the biking concept.
 - Concrete experience - Receiving practical tips and techniques from a biking expert.
 - Active experimentation - Leaping on the bike and have a go at it.

- **Learning a software program:**
 - Active experimentation - Jumping in and doing it.
 - Reflective observation - Thinking about what you just performed.
 - Abstract conceptualization - Reading the manual to get a clearer grasp on what was performed.
 - Concrete experience - Using the help feature to get some expert tips.

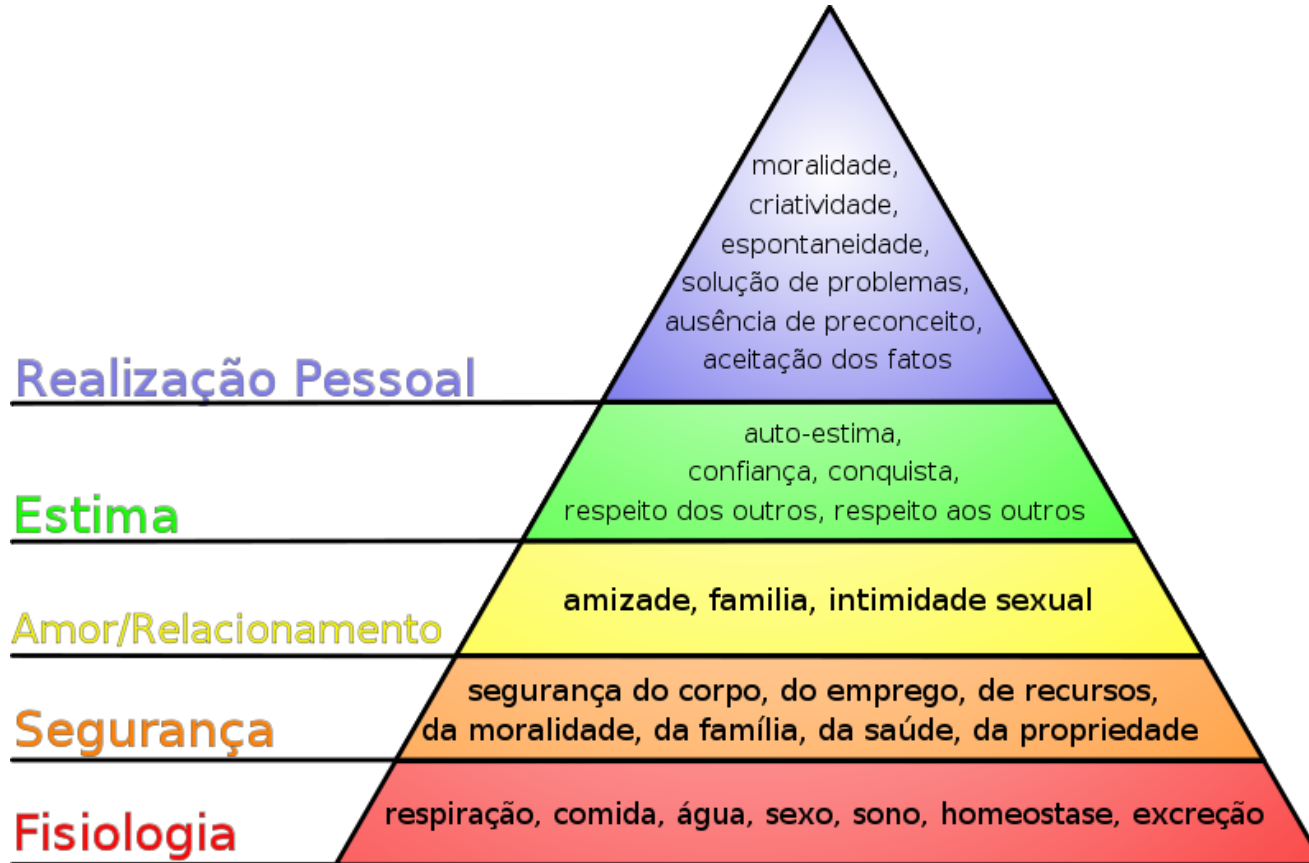
- **Learning to coach:**

- Concrete experience - Having a coach guide you in coaching someone else.
- Active experimentation - Using your people skills with what you have learned to achieve your own coaching style.
- Reflective observation - Observing how other people coach.
- Abstract conceptualization - Reading articles to find out the pros and cons of different methods.

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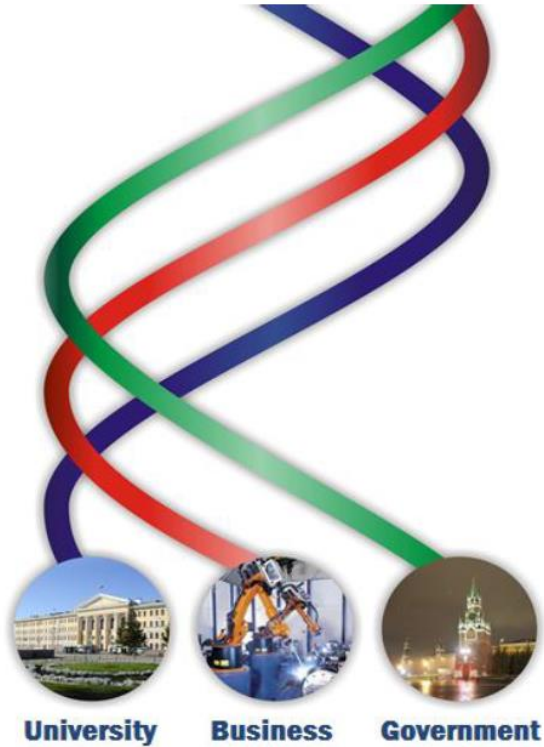
Maslow propôs uma hierarquia de necessidades que move a Motivação



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TRIPLE HELIX



TRIANGULO DE SÁBATO

