

I What if? – Accommodator: Wants to **know what they know can create new possibilities**. Needs to know **what would happen if... You must let them teach themselves** (and others), work with others, set goals, test different approaches and then apply it to life situations.

Learns from **“hands on” experience**. **Enjoys** carrying out plans and **new and challenging experiences**. Tends to **act on gut** feelings rather than on logical analysis. Relies on people for information more than own technical analysis.

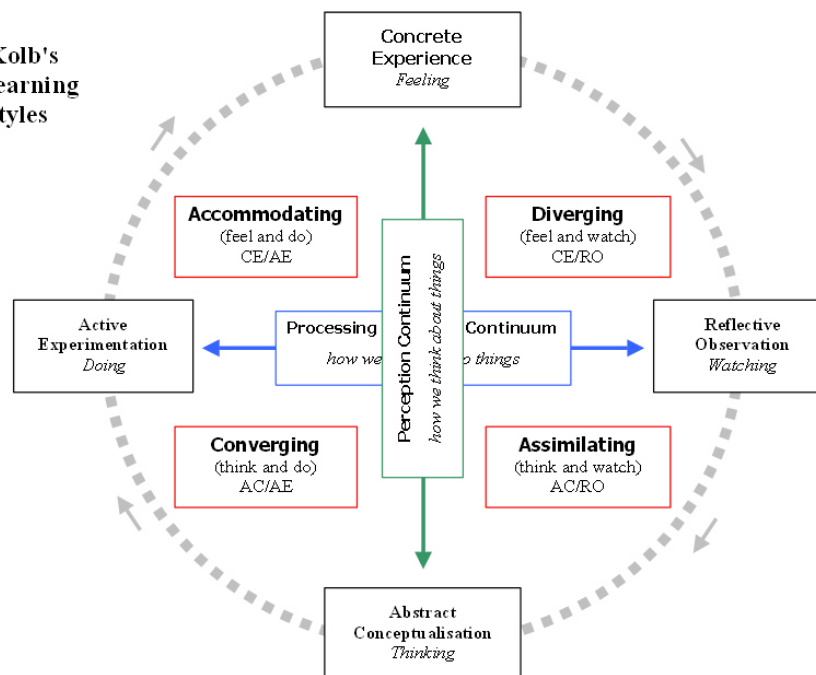
Integrates experiences and applications. Seeks hidden possibilities and excitement. Wants to know what can be done with things. Leads and exercises authority through shared vision. Learns by trial and error and self discovery. Enriches reality. perceives information concretely and processes it actively. Adaptable / relishes change. **Likes variety and flexibility and tends to take risks**. **Sometimes seen as pushy**. At ease with people and often reaches accurate conclusions without logical justification.

Strengths: Action oriented. Carries out plans.

Goal To make things happen. To bring action to ideas. Their favourite question is **What if?... How does it work?**

Careers: Marketing, sales, action-oriented managerial jobs, social professions.

Kolb's learning styles



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D 1. Why – Diverger:

Needs to know why before they do anything.

Give them the reason up front. There must be personal meaning and motivation.

Prefer to work in groups - **brainstorming ideas**. They listen with an open mind and get personalised feedback. They view concrete situations from many different perspectives.

They observe rather than take action.

They come up with alternative possibilities. Integrates experience with self and want commitment. Values insightful thinking and perceives information concretely. Interested in people and culture.

Strengths: Innovative, Imaginative, Idea people, Operate through social integration.

Goal Is to bring unity to diverse situations. Self involved in important issues. Their favourite question is **Why?**

Careers: counsellor, personal trainer, organisational development, humanities, social sciences

C How – Converger: *Need to know how things work and how what they do will help them in life. Best at finding practical uses for ideas and theories.* Let them try it out. **They need to do it, hands-on activities, problem solve and** make decisions based on their findings solutions.

Prefer technical tasks and problems to social and interpersonal issues. Prefer to experiment with new ideas, simulations, laboratory work and practical applications. Seeks usability, utility, solvency and results. **Exercises authority by reward and punishment. Leads by inspiring.**

Learns by **testing theories** in the most sensible ways. **Value strategic thinking, is skill oriented, reorganises reality.** Perceives info abstractly and processes it actively. **Uses factual data to build designed concepts.** Enjoys solving problems and resents being given the answer.

Limited tolerance of fuzzy ideas. Draws inference from their kinaesthetic sense. Decision makers.

Strengths: Practical application of ideas.

Goal To bring their view of the present in line with future security

Their favourite question is **How... How does it work?**

Careers: applied sciences, engineering

S 2. What – Assimilator: Needs the facts to get conceptual understanding. Interested in what you know, and what you want them to know.

Give them lots of information & facts to deepen their understanding. Best at understanding a range of information and putting it into concise, logical form. **Need to know what the expert thinks.**

Wants to achieve goals and personal effectiveness. Exercises authority with assertive persuasion. **As leaders they are brave and protective.**

Learn by thinking through ideas. Values sequential thinking. Needs details. More interested in abstract ideas and concepts rather than in people. Perceives information abstractly and processes reflectively. Critiques information and collects data. Re-examines facts if information is confusing. Enjoys traditional classrooms and schools, lectures, reading, analytical models. Thinks things through and adapts to experts.

Strengths: Creating concepts and models.

Goal Self satisfaction and **intellectual recognition**. Their favourite question is

What? Careers: natural sciences, research, planning, mathematics