



Self-Knowledge Video



Your path
to realizing
self-
awareness

LSI 4.0
PART 1

Kolb learning style inventory, 4.0



Kolb learning style inventory

Based on Experiential Learning Theory and the works of Dewey, Jung, Lewin, and Piaget.

- Learning is best perceived as a process, not an outcome.
- All learning is relearning.
- Learning requires resolution of conflicts between opposed modes of adapting to the world.
- Learning is a holistic process of adapting to the world.
- Learning results from synergetic transactions between the person and the environment.
- Learning is the process of creating knowledge.

The cycle of learning

Understanding your movement through the learning cycle

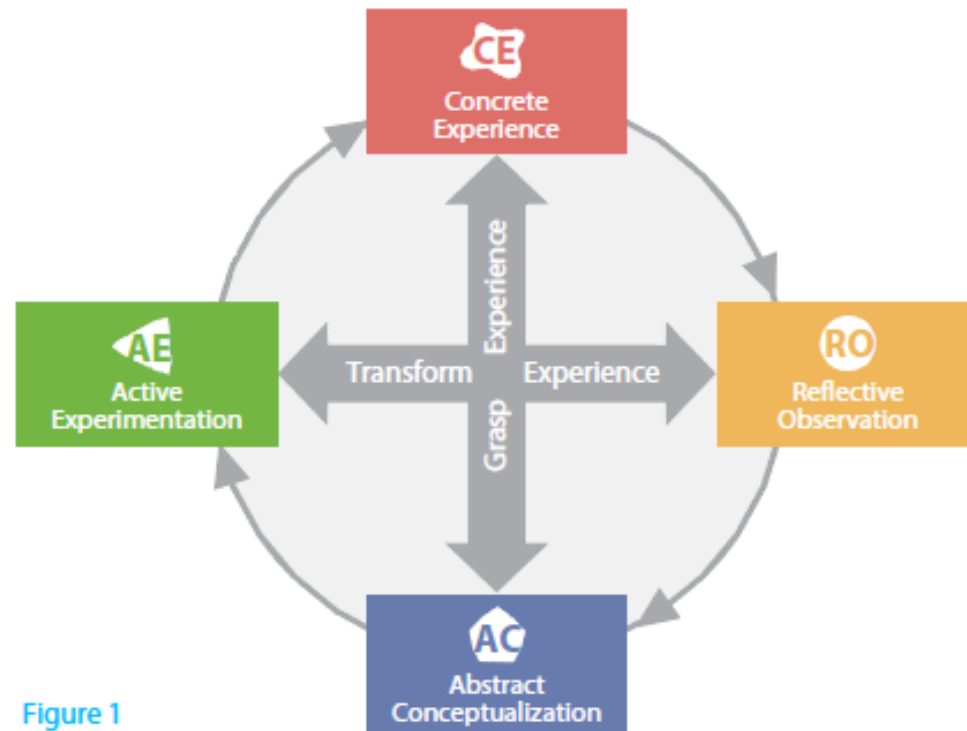


Figure 1

Concrete experience

Learning by experiencing

- Learning from specific experiences
- Relating to people
- Being sensitive to feelings

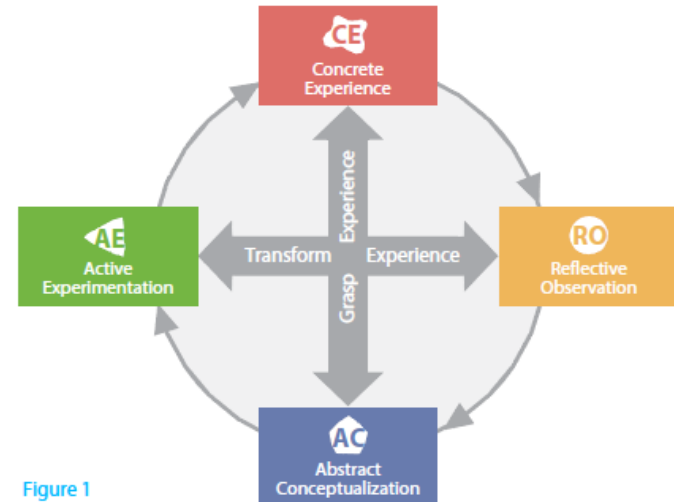


Figure 1

Reflective observation:

Learning by reflecting

- Carefully observing before making judgements
- Viewing issues from different perspectives
- Looking for the meaning of things

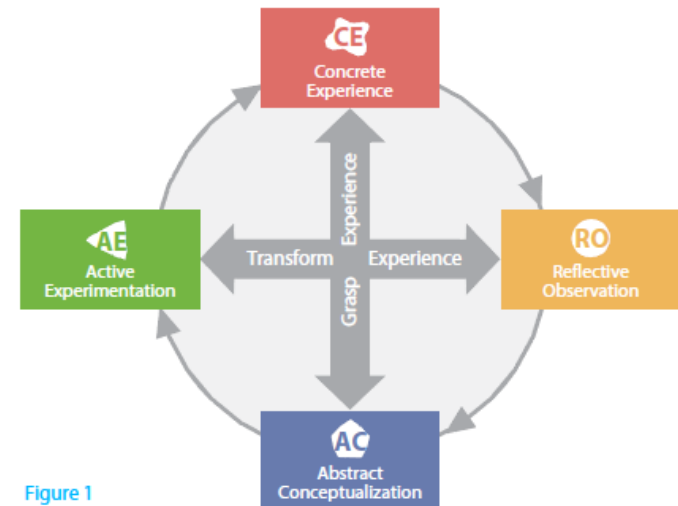


Figure 1

Abstract conceptualization:

Learning by thinking

- Logically analyzing ideas
- Planning systematically
- Acting on an intellectual understanding of a situation

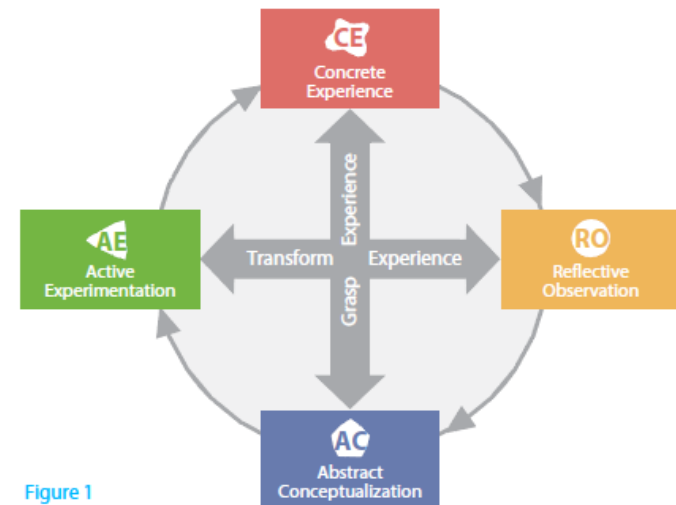


Figure 1

Active experimentation:

Learning by doing

- Showing ability to get things done
- Taking risks
- Influencing people and events through action

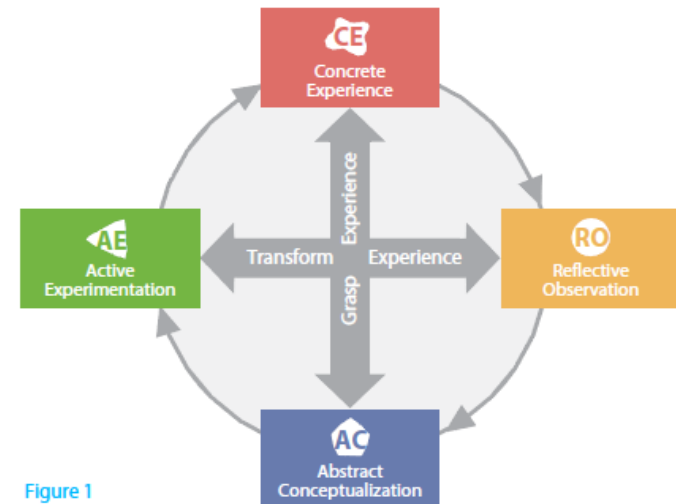
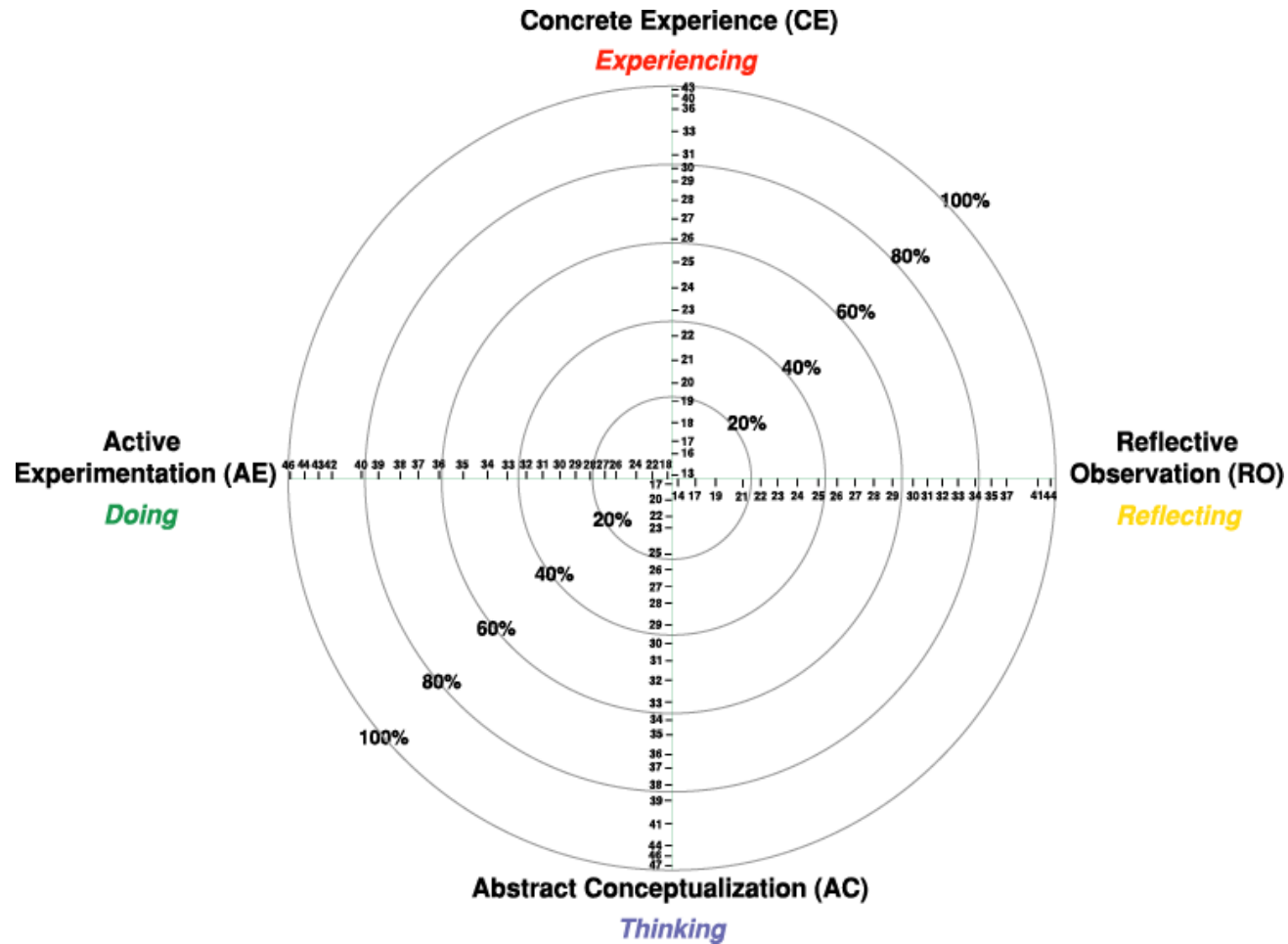


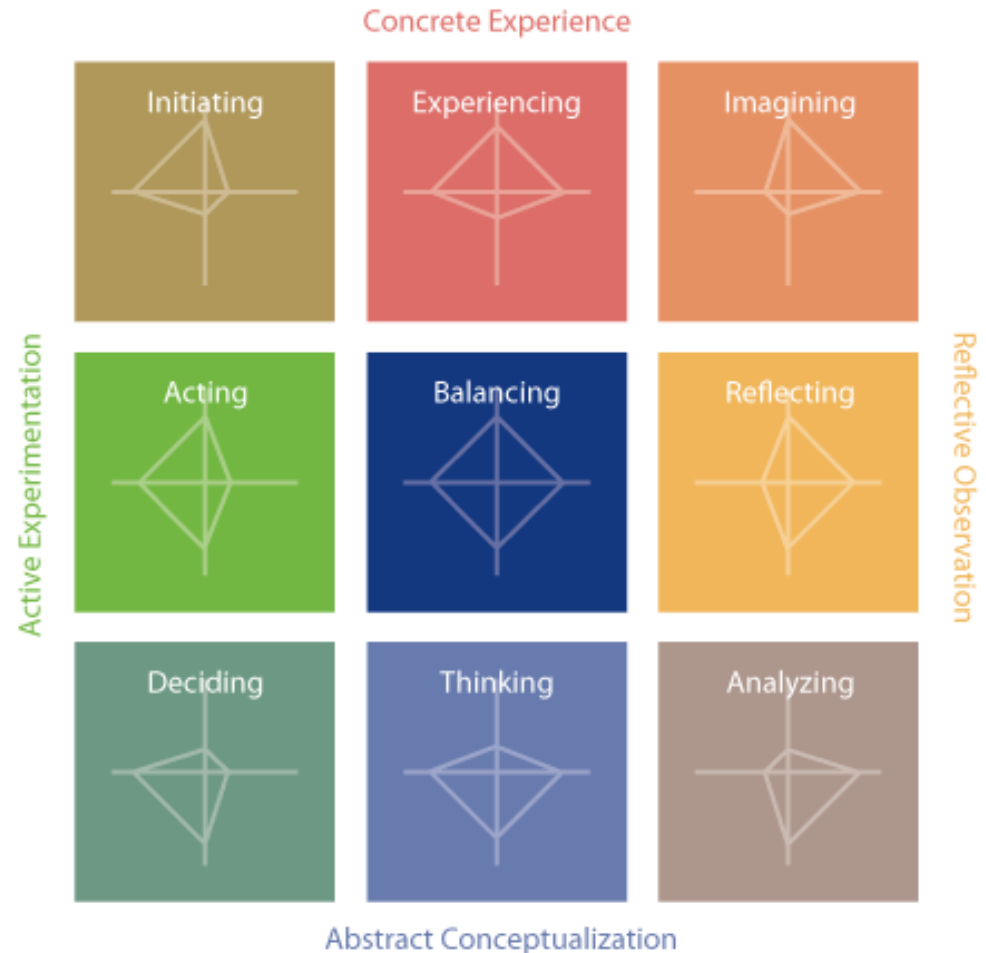
Figure 1

Learning style profile



Learning style implications

- Communication
- Conflict Management
- Decision Making
- Team Performance
- Career Choice





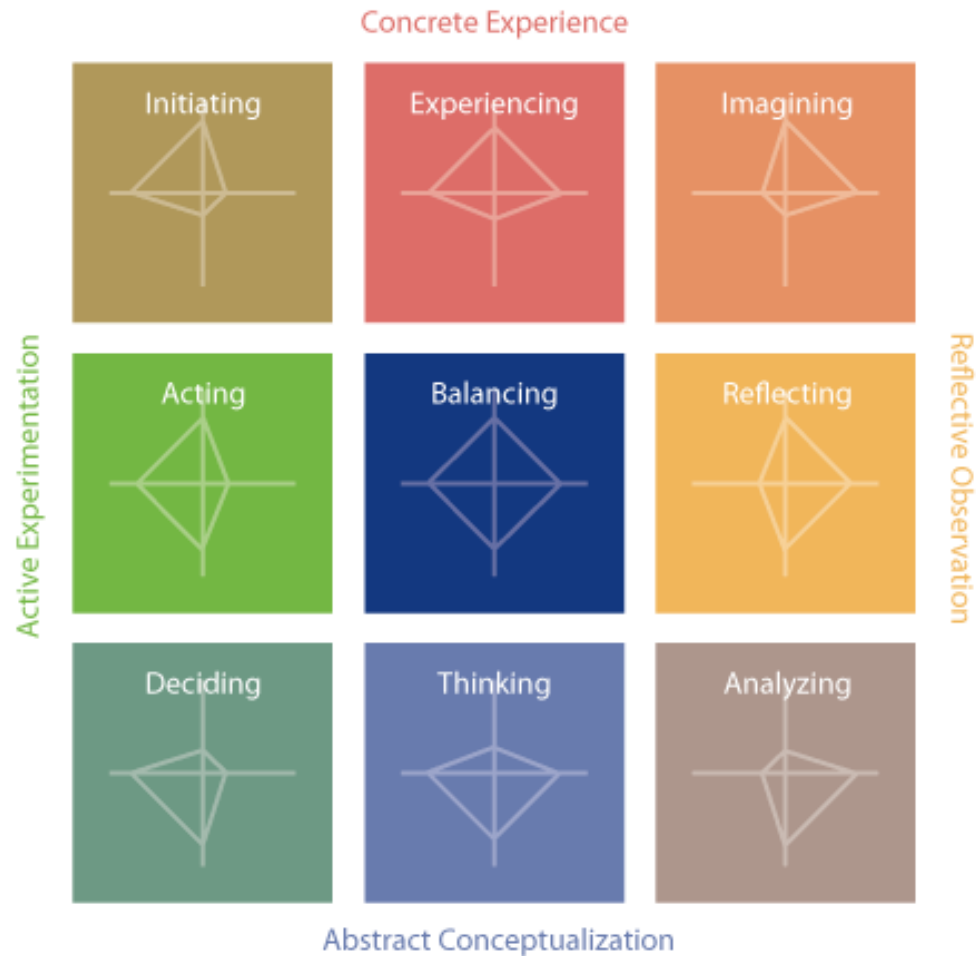
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**Your path
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**LSI 4.0
PART 2**

Learning style type grid



Your preferred learning style

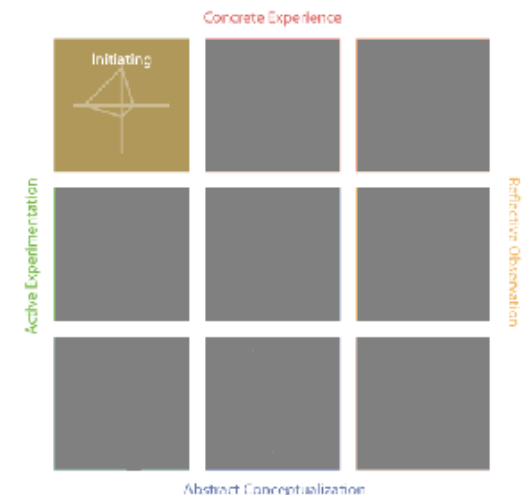
There are nine preferred learning styles:

- Initiating
- Experiencing
- Imagining
- Reflecting
- Analyzing
- Thinking
- Deciding
- Acting
- Balancing

Initiating

Ability to initiate action in order to deal with experiences and situations

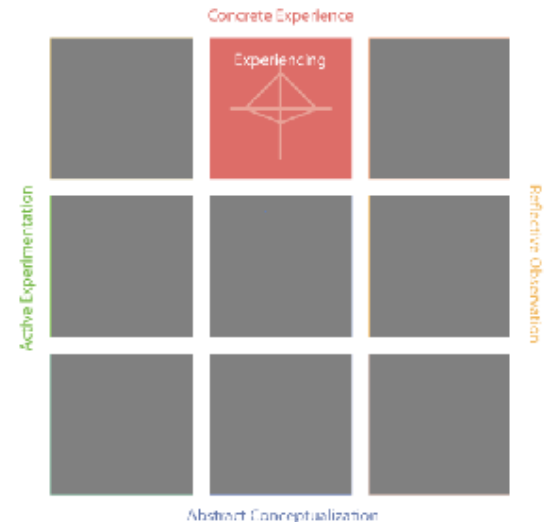
- Involves Active Experimentation (AE) and Concrete Experience (CE)
- **Learning Strengths:**
 - Committing yourself to objectives
 - Seeking new opportunities
 - Influencing and leading others
- **Learning Challenges**
 - Controlling the impulse to act
 - Listening to others' views
 - Impatience



Experiencing

Ability to find meaning from deep involvement in experience

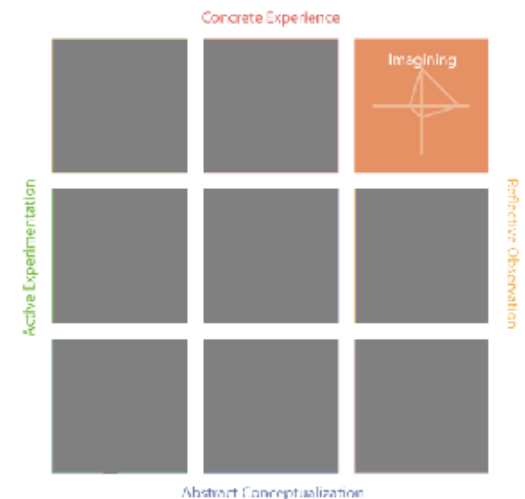
- Draws on Concrete Experience (CE) while balancing Active Experimentation (AE) and Reflective Observation (RO)
- **Learning Strengths**
 - Building deep personal relationships
 - Strong intuition focused on reflection and action
 - Open to new experiences
- **Learning Challenges**
 - Understanding theory
 - Systematic planning
 - Critical evaluation



Imagining

Ability to imagine possibilities by observing and reflecting on experiences

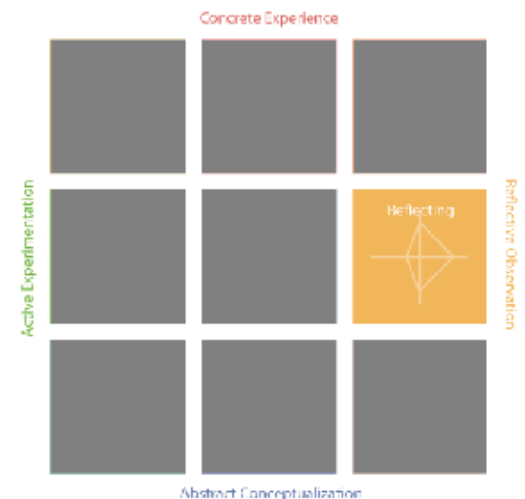
- Combines the learning steps of Concrete Experience (CE) and Reflective Observation (RO)
- **Learning Strengths**
 - Awareness of people's feelings and values
 - Listening with an open mind
 - Imagining the implications of ambiguous situations
- **Learning Challenges**
 - Decision making
 - Taking leadership
 - Timely action



Reflecting

Ability to connect experiences and ideas through sustained reflection

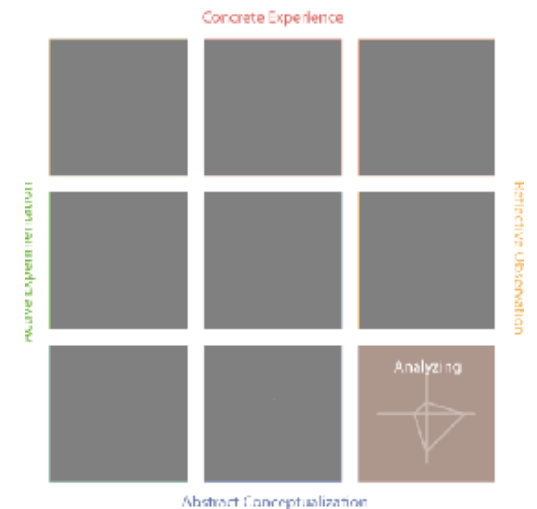
- Draws on Reflective Observation (RO) while balancing Concrete Experience (CE) and Abstract Conceptualization (AC)
- **Learning Strengths**
 - Understanding others' points of view
 - Seeing 'what's going on' in situations
 - Converting intuitions into explicit explanations
 - Gathering information
- **Learning Challenges**
 - Taking action and speaking in groups
 - Rumination



Analyzing

Ability to integrate and systematize ideas through reflection

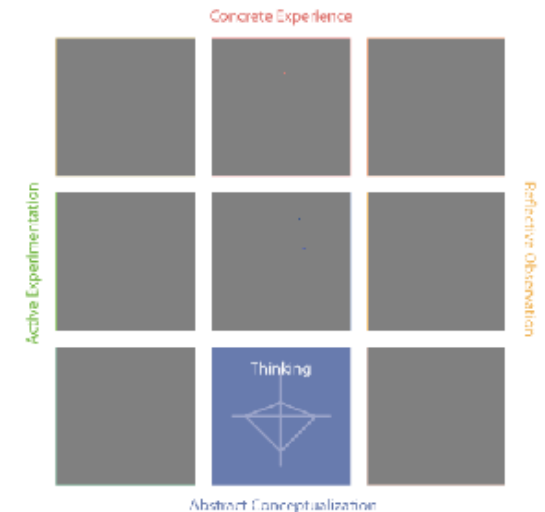
- Combines Reflective Observation (RO) and Abstract Conceptualization (AC)
- **Learning Strengths**
 - Organizing Information
 - Being logical and rational
 - Building conceptual models
- **Learning Challenges**
 - Risk taking
 - Socializing with others
 - Dealing with lack of structure



Thinking

Capacity for disciplined involvement in abstract and logical reasoning

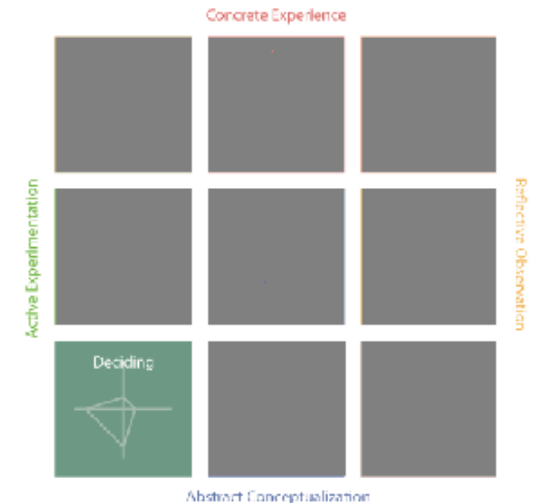
- Draws on Abstract Conceptualization (AC) while balancing Active Experimentation (AE) and Reflective Observation (RO)
- **Learning Strengths**
 - Logical analysis
 - Rational decision making
 - Analyzing quantitative data
- **Learning Challenges**
 - Working with people
 - Keeping an open mind about their ideas
 - ‘Lost in thought’



Deciding

Ability to use theories and models to decide on problem solutions and courses of action

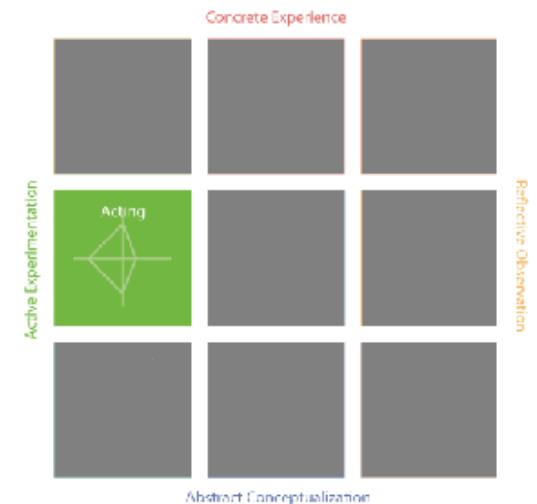
- Combines Abstract Conceptualization (AC) and Active Experimentation (AE)
- **Learning Strengths**
 - Problem-solving
 - Evaluating ideas and solutions
 - Setting goals and making decisions
- **Learning Challenges**
 - Thinking ‘out of the box’
 - Sensitivity to people’s feelings
 - Dealing with ambiguity



Acting

Strong drive for goal directed action that integrates people and tasks

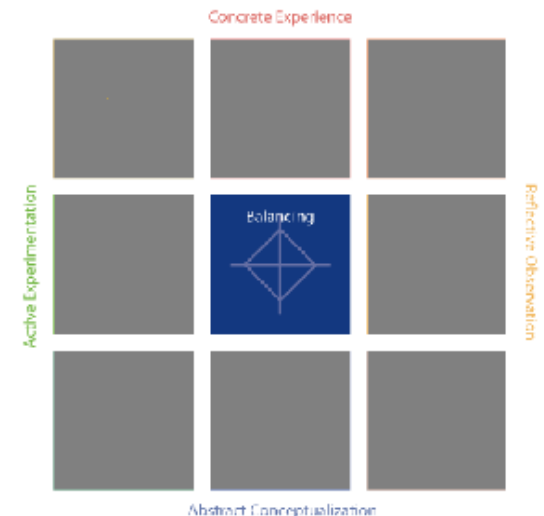
- Draws on Active Experimentation (AE) while balancing Concrete Experience (CE) and Abstract Conceptualization (AC)
- **Learning Strengths**
 - Combining technical knowledge and personal relationships
 - Focused on getting things done
 - Leading work teams
- **Learning Challenges**
 - Taking time to reflect
 - Solving the right problem
 - Gathering and analyzing data



Balancing

Ability to adapt; weighing the pros and cons of acting vs. reflecting and experiencing vs. thinking

- Balances Concrete Experience (CE), Abstract Conceptualization (AC), Active Experimentation (AE) and Reflective Observation (RO)
- **Learning Strengths**
 - Flexibility in moving around the learning cycle
 - Ability to work with diverse groups of people
 - Creative insights
- **Learning Challenges**
 - Indecisiveness
 - ‘Jack of all trades, master of none’
 - Sustained commitment



Comparison of the learning cycle with problem solving skills

