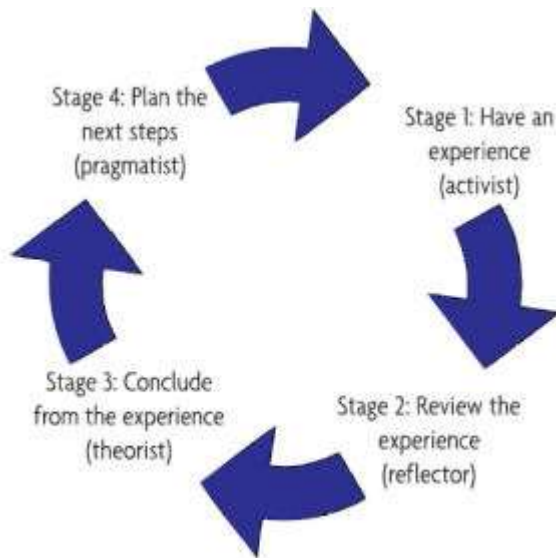


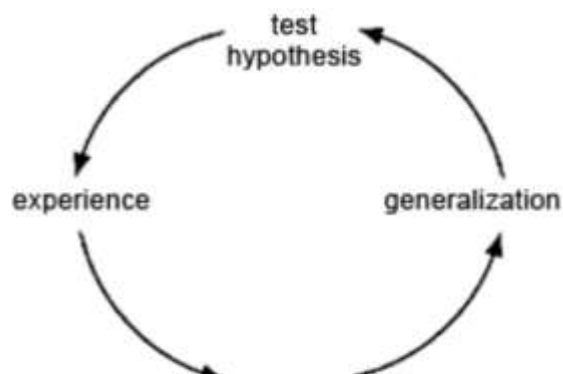
Reflective learning and taking action

Kolb's Learning Cycle (& Honey and Mumford's Learning Styles) - Single Loop Learning

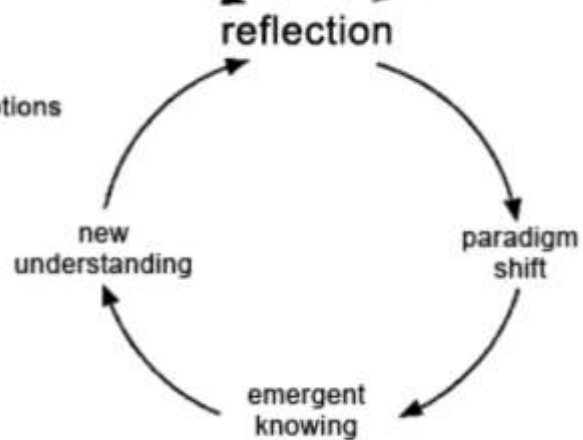


Argyris & Schon's - Double Loop Learning – builds on single loop learning with greater reflection

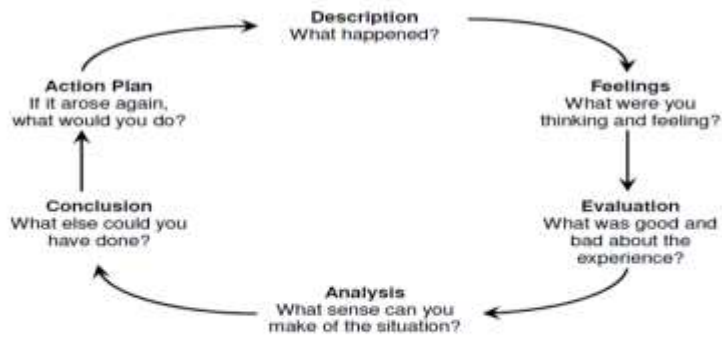
Kolb's learning cycle depicting "instrumental" learning



"Double-loop" learning can bring fundamental shifts in understanding and involve emotions



Gibbs' model of reflection (1988)



(Gibbs 1988)



Applying Gibbs Model of Reflection

Description - What happened? *(Concise description of your experience; no analysis, just details and facts)*

Feelings – what were you thinking and feeling? *(Describe how you felt – before, during and after; how did you act/ behave as a result?)*

Evaluation- what was good and bad about the experience? *(What went well/ worked? What went badly/ didn't work? How did it end?)*

Analysis – what sense can you make of the situation? *(In depth analysis to understand why things happened and the consequences. What led to this, what could have been done differently?)*

Conclusion – what else could you have done? *(Sum up the key learning from your analysis – be specific and detailed. What could have you have done, what stopped you, and what have you learned about yourself?)*

Action Plan – if it arose again what would you do?

Any other notes/ learning