The Learning Cycle

David Kolb (1984) provides a useful descriptive model of the adult learning process.

EXPERIENCE

EXPERIMENTATION   **REFLECTION**
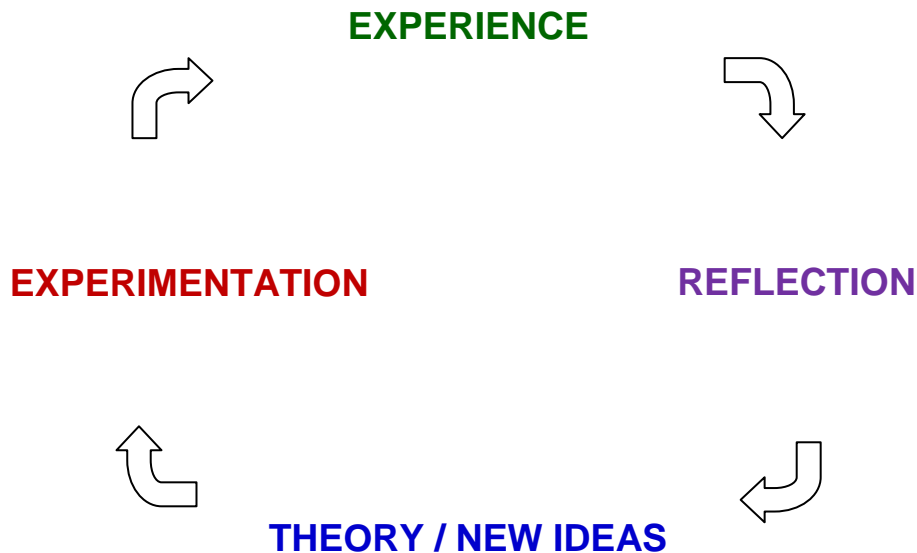
THEORY / NEW IDEAS

Kolb suggests that there are four stages which follow from each other. In terms of learning NLP in the training setting:-

- **Theory / New Ideas** and techniques are introduced, and participants have the chance to

- **Experiment** with these by practising with colleagues on the course. However, using NLP in the training setting is different to using it in the real world …...

- **Experience** is gained by practising the skills and techniques between modules. This is followed by

- **Reflection** and sharing of that experience at the start of a subsequent module. By reflecting on what went well, we can recognise progress and maintain good self esteem in learning.

- By reflecting on what went less well, we review what we would do differently in the future and develop general rules from the experience (**Theory / New Ideas**), and then …..

- identify ways of modifying the next experience (**Experimentation**).

- This leads in turn to the next **Experience**, and so on ....