

Experiential Learning Cycle Phases

EXPERIENCING (ACTIVITY) PHASE

Experiencing Techniques

Tasks	Feedback	Discussing	Writing
Data-collection	Self-disclosure	models	Graphics
Making products	Fantasy	Deciding on	Competing
Creating art	Choosing	alternatives	Confrontation
objects	Non-verbal	Analysis	Judging/Valuing
Writing skits	communication	Bargaining	Instruments
Role playing	Transaction	Planning	
Experiments	Problem-solving	Movement	

PUBLISHING PHASE

Techniques to Aid Sharing/Telling

Recording data	Posting/round-robin listing
Whip	Averaging
Sub-group sharing	Writing notes to myself to be shared
Graph/Tally	Go-Around
Free discussion	

PROCESSING PHASE

Techniques to Aid Reflection

Non-verbal	Fish bowls
Rating scales to sort data into pre-selected categories	Questionnaires
Themes	Adjectives
Sentence Completion	Discussing questions
Panels	Graphics
Nominations	Videotape replay
Sorting data into categories	Interveners

GENERALIZING PHASE

Techniques to Explore Implications of Learning

Writing statements	Key words
Individual analysis	Theory input
Sentence completion (e.g. "When x, it is important to X")	Research input

APPLYING PHASE

Techniques to Aid Application of Insights

Interviewing	Practice session
Goal setting	Generating products such as guidelines, reminders or slogans
Using consultants	
Contracting	

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