

KOLB'S 4 LEARNING STYLES

Accommodator

- Accommodative learners prefer concrete experience and active experimentation.
- Accommodators' strengths are being action and results-oriented, seeking new experiences, and being willing to take risks.
- They are often intuitive, artistic, and people-oriented.
- Weaknesses can include relying on other people for information, lacking confidence in personal analytic ability, disregarding theory, and being perceived as controlling.
- **Teaching Tips:** Accommodators will excel in learning that includes the opportunity to set objectives, seek opportunities, and influence others. They enjoy using concrete examples to apply information and prefer active participation instead of reflective participation.

Diverger

- Divergers tend to depend heavily on feelings, imagination, and intuition.
- They have the ability to see many perspectives and generate ideas, and the ability to relate well to others.
- They are open minded and typically engage in thoughtful understanding.
- However, weaknesses are found in areas of decision-making, thinking skills, use of theories, and systematic thought processes.
- **Teaching Tips:** Learning strategies should include evaluating current information, creating examples, using illustrations, and evaluating implications.

Converger

- Convergent learners prefer abstract conceptualization and active experimentation.
- They are strong in the areas of problem-solving and decision-making.
- Weaknesses can include having narrow interests and being relatively unemotional, close-minded, and unimaginative.
- **Teaching Tips:** Convergers will excel in learning opportunities that include creating new ways of thinking and experimenting with new ideas. They enjoy goal setting and decision-making.

Assimilator

- Assimilative learners prefer abstract conceptualization and reflective observation.
- Assimilators depend upon sound logic, accuracy, inductive reasoning, and the ability to assimilate a wide range of ideas.
- Weaknesses within this learning style include the tendency to be less focused on people or feelings, to minimize personal involvement, and to exert little influence on others.
- Assimilators are not usually action-oriented, artistic, or decisive.
- **Teaching Tips:** Assimilators will excel in learning situations that include organized information, conceptual models, testing of theories, and analysis of data.