Learning and Communication Styles in Relation to Kolb's Quadrant Approach

People learn and communicate in diverse ways. We have the luxury now of examining several sophisticated learning theories, exploring them for meaning, and then condensing them down so they can be applied in the classroom and in our daily lives. Although we might examine (at length) theories on multiple intelligences and other similar concepts, one of the most useful structures is a quadrant approach.

Several approaches to understanding people create a quadrant grouping. Although we know that ultimately each person is a unique individual, certain commonalities exist that create quadrant groupings. These are not to stereotype, but instead are to identify common needs and trends. The quadrant approach is nice, because it is neat and clean…easy to use for immediate application rather than becoming too complex. We might find quadrant groupings on things such as: behavioral styles, personality styles, communication styles, communication control styles, learning styles, and so forth. The workshop activity today is a blending of learning and learning styles developed by David Kolb in the 1980's. Several subsequent researchers have added to or adapted from Kolb's original work and this is an example of such an adaptation and application of Kolb's theories.

Specifically, the Learning Styles #1, #2, #3, and #4 used in today's workshop map to Kolb's defined styles in the following fashion:

- #1 **Engagers** are most similar to Kolb's Diverging style
- #2 **Planners** are most similar to Kolb's Assimilating style
- #3 **Doers** are most similar to Kolb's Converging style
- #4 **Inventors** are most similar to Kolb's Accommodating style

Fantastic further information about Kolb's more complex theory can be found by Googling Kolb Learning Styles…a great starter is at the following site:

http://www.businessballs.com/kolblearningstyles.htm

All told, today's workshop was developed to more succinctly apply Kolb's quadrant theory and similar quadrant-based theories/approaches to the practical application of teaching and learning…so that we can communicate more effectively for improved collaboration… In essence, this approach simplifies rather complex theories to make them immediately useful in daily life… hope you enjoy it!