1. **Concrete experience** - a new experience or situation is encountered or a reinterpretation of existing experience.

2. **Reflective Observation of the New Experience** - particular importance are any inconsistencies between experience and understanding.

3. **Abstract Conceptualization** - reflection gives rise to a new idea or a modification of an existing abstract concept (the person has learned from their experience).

4. **Active Experimentation** - the learner applies their idea(s) to the world around them to see what happens.

**Reference:**