

# Resource: **Experiential Learning**

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The experiential approach to learning is based on the premise that experience comes before learning and that the process of learning can be as significant as the actual lesson or information to be learned.

Since each of us experiences events and activities in different ways, it is impossible to tell us how to learn or even what is important. As learners, we must make these decisions for ourselves. When training is experiential, learners decide for themselves what is important.

Most individuals learn best when they are actively engaged in their own learning process—when they are able to participate in activities which have been designed to meet their own unique learning goals and objectives.

As a trainer, your role is to create an environment that supports each individual's own learning style and which allows your participants the opportunity to grow and challenge themselves and each other.

Create experiences for your participants (a shared experience, when possible), let them react to it, help them process it together, allow them to connect it to the bigger picture and make sure it is relevant to their real world.