

# COMPETENCE DEVELOPMENT MODEL THOUGH FEEDBACK

**The theory process cyclic Learning and Learning Styles**

This methodological approach is mainly characterized

To relate

The theory process cyclic Learning:

1. Unconscious incompetence (Don't know – Can't do)
2. Conscious incompetence (Do know – Can't do)
3. Conscious competence (Do know – Can do)
4. Unconscious competence (Can do without thinking)

With

The theory Learning Styles (Peter Honey Alan Mumfard):

Activists

Reflectors

Theorists

Pragmatists

learning activities (projects, tutorials, simulations ..) depending on learning styles and the context in which they take place.

The basic idea is simple, the people learn in different ways and will tend to learn more effectively if learning is orientated according to their preference and stages of learning a new skill (or behavior, ability, technique, etc.) .

Learning Process is a cycle (Unconscious incompetence, Conscious incompetence, Conscious competence, Unconscious competence) must be completed to ensure real changes.

On the other hand it is important to know the different learning styles (activist, reflectors, theorists and pragmatists) and implement the activities that best suit each learning style.

## Unconsciousness of incompetence

he / she is not aware or does not know what he / she needs to improve

## Unconsciousness of competence

when you're doing something right and you do not even have to think about it. (automatically)

## Conscience of competence

He / she knows the technical she wants to use it but he / she must think and plan their implementation.

## Conscience of incompetence

**The Feedback** allows you to realize that you can be more effective.

## Development program

Activities (projects, tutorials, simulations ..) depending on learning styles and the context in which they take place.

Activists

Reflectors

Theorists

Pragmatists