COMPETENCE DEVELOPMENT MODEL THOUGH FEEDBACK

The theory process cyclic Learning and Learning Styles
This methodological approach is mainly characterized as 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)

The theory Learning Styles (Peter Honey Alan Mumfad):

- 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.
Activists

Reflectors

Theorists

Pragmatists

Unconsciousness of incompetence

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

Conscience of incompetence

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

Conscience of competence

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

Unconsciousness of competence

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

Development program

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