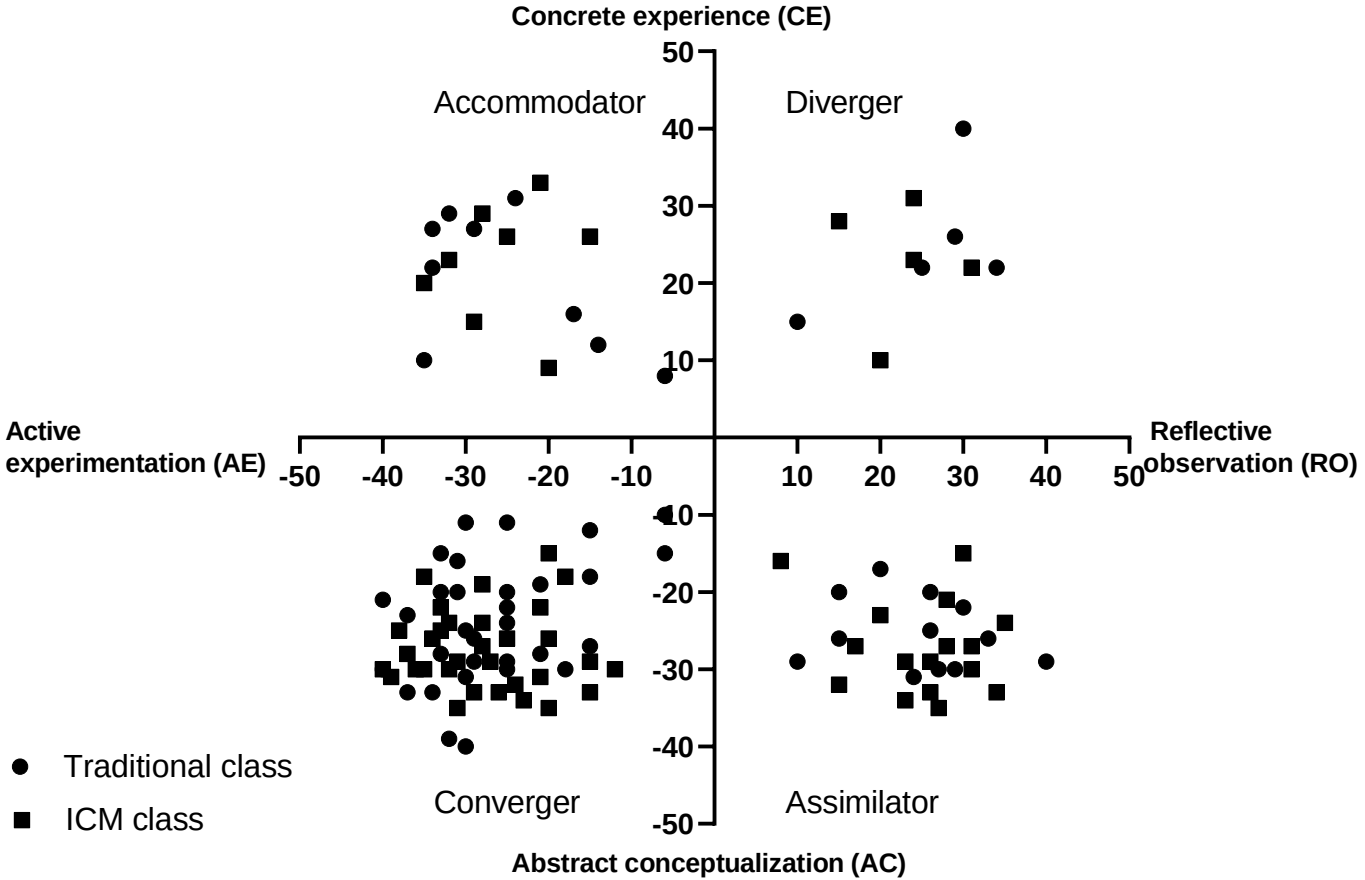
Concrete experience (CE)
Accommodator
Diverger
Active experimentation (AE)
Reflective observation (RO)
Converger
Assimilator
Abstract conceptualization (AC)
Traditional class
ICM class
50
40
30
20
10
-10
-20
-30
-40
-50
-50
-40
-30
-20
-10
10
20
30
40
50