

Measuring Results from Training

Accommodators

Accommodators are best at concrete experience and active experimentation. These are the people that are often the first to take risks, try new things, and carry out plans. This style of learning is often found in action-oriented, problem-solving jobs, like marketing, sales, and business.

- Are good with people
- Can be seen as impatient and demanding because they are so eager to solve the problem
- Adapt well to new situations
- Use trial and error, intuition, and people resources rather than logic
- Do not become attached to a particular plan and will change when required

Creating Learning Objectives

Objectives typically fall into one of three categories:

- Knowledge: Facts that a trainee should learn and be able to recall.
- Skills: A task that a trainee should be able to perform.
- Abilities: A combination of knowledge and skills that results in a desired behavior.

Here is an example of each type from our word processing course:

- Knowledge: What page formatting commands are available?
- Skills: Know how to perform various page formatting commands.
- Abilities: Format a page to various specifications.



Drilling Down Into Content

Once you have high-level objectives written, you can write more specific objectives based on your trainees' needs. You will probably not want to write a detailed objective for every topic in your course, but rather create several detailed objectives about the most important evaluation items.

For example, in a word processing course, you might cover several different aspects of page formatting. The detailed objective might be, "Understand how to properly format a page in landscape orientation according to the Smith Computers style guide."