INSTRUCTIONAL DESIGN: TRAINING OBJECTIVES

Reading
Mager, All

Terms you should know. At the end of this section you should be able to define and provide an example of the following terms without using your notes.

Training Objective

Performance

Conditions

Criterion

Performance Domain

Concepts you should understand. At the end of this section you should be able to...

1. List why are training objectives important?

2. List the three elements of well-crafted training objective and be prepared to give an example of each element.
3. List the criteria for a good training objective?

4. Describe the difference between an overt and covert capability. Give an example of each.

5. Describe what is meant by the notion of the conditions under which a behavior should be demonstrated and tell why specifying the condition is important.

6. List what considerations should be made when specifying training conditions.

7. What are the types of outcomes criteria?

8. Describe the relationship between instructional objectives and the training needs analysis.

9. Describe the relationship between task analysis and training objectives.
10. Identify what is meant by Performance Domain. List the types of domain and give examples of each.

Activities you should master.

1. Write a complete training objective for each of the following tasks.

   a. Using a tape measure correctly determines the dimensions of a doorway to decide what sized door to install.

   b. The human resources manager takes a job description to decide what interviewing questions to ask a job candidate.