

# Learning Objectives:

What do the learners need to be able to do?

**Remember**

**Understand**

**Apply**

**Analyze**

**Evaluate**

**Create**



**Consider:** What is the most appropriate learning solution based on objectives and content complexity?

# Remember

## Learners should be able to...

- Recognize and recall information.
- Memorize & understand basic facts

## Potential Learning Solutions:

- **Lectures/Presentations:**
  - Present key concepts
- **Job Aids:**
  - Immediate reference tool for specific tasks
  - Quick & practical help
  - Checklists, cheat sheets
  - Reference cards/documents
  - Video tutorials
- **Activities:**
  - Flashcards
  - Quizzes
  - Q&A



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# Understand

## Learners should be able to...

- Comprehend ideas and explain concepts in their own words
  - **Compare:** Identify similarities and differences
  - **Explain:** Describe concepts
  - **Paraphrase:** Summarize content
  - **Classify:** Group related information
  - **Summarize:** Condense complex ideas

## Potential Learning Solutions:

- **Lectures/Presentations:**
  - Present key concepts
  - high-level overview
- **Infographics/Visual Aids:**
  - Complex information
  - visually digestible format
  - Diagrams, charts
- **Mentoring & Coaching**
  - Personalized guidance and support
  - One-on-one
  - Small group interactions
- **Online Training**
  - On-demand content with interactive elements.



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**Apply**

## **Learners should be able to...**

- Use knowledge in new situations.
- Problem Solve
- Execute Tasks

## **Potential Learning Solutions:**

- **How-To Guide:**
  - Step-by-step instructions
  - Clear, actionable steps to perform specific tasks
- **Instructor-led Training & Workshops**
  - Hands on Application
  - Activities & Discussion
  - Collaboration, real-time feedback
- **Online Training:**
  - Interactive simulations, scenarios, and quizzes that require application of knowledge and skills
  - Gamification



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# Analyze

## Learners should be able to...

- Break down information, identify patterns, and examine relationships.
  - Compare & Contrast
    - Identify similarities and differences
  - Organizing:
    - Arrange information logically
  - Make Connections
    - Identify Patterns
  - Use Spreadsheets and data visualization tools

## Potential Learning Solutions:

- **Instructor-led Trainings**
- **Case Studies**
  - Real-world examples and analysis
  - Critically examine and discuss scenarios
- **Discussion Forums or Online Communities**
  - Collaborative learning & knowledge sharing



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# Evaluate

## Learners should be able to...

- Assess the quality of information.
  - Detect
    - Identify biases or errors
  - Coordinate
    - Synthesize multiple viewpoints
  - Critique or assess arguments

## Potential Learning Solutions:

- **Instructor-led Trainings**
- **Case Studies**
  - Real-world examples and analysis
  - Critically examine and discuss scenarios
- **Discussion Forums or Online Communities**
  - Collaborative learning & knowledge sharing
- **Webinars**
  - Real-time instruction and discussion
  - Focus on Q&A and interactive engagement
  - Engage with experts on products, trends, and specific topics.



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**Create**

## **Learners should be able to...**

- Generate new ideas, designs, or plans.
- Brainstorm creatively
- Develop strategies
- Create original content

## **Potential Learning Solutions:**

- **Workshops**
  - Interactive, hands-on learning
  - Individual/group activities
  - Discussions
  - Real-time feedback
  - Skill application



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