

# Matching Training Approaches to Training Outcomes

Think about what area you hope to affect. What is your desired outcome? What instructional strategies should be used to achieve the outcomes?

**For example:**

If your desired impact or outcome is:	Think about using these instructional strategies:
Awareness	Reading Lecture
Knowledge acquisition	Reading Lecture Demonstration Observation Interviewing Problem solving Brainstorming Discussion
Skill acquisition	Role playing Field application Guided reflection Self-reflection Follow-up work Coaching
Changes in attitudes and values	Role playing Field application Case studies Guided reflection Self-reflection On-site application Clinical/consultation/supervision

*From: Winston, McCollum & Catlett (1997). Reforming personnel preparation in early intervention. Baltimore: Paul H Brookes Publishing Co.*