

## THREE TYPES OF OBJECTIVES

*Instructions:* For each of the following objectives, indicate whether it is related to affective learning (*attitude*), behavioral learning (*skill*), or cognitive learning (*knowledge*).

Participants will be able to . . .

1. Assess the needs of the organization and its employees as related to organizational goals.
2. Develop their own active, participant-centered opening activities to stimulate participant interaction.
3. Prepare evaluation tools to measure training effectiveness as reflected in the participants' performance in the training session and on the job.
4. Choose the most appropriate methods for creating a bias-free learning environment.
5. Identify ways to improve communication with participants who do not share the trainer's style preferences.
6. Differentiate between participant-centered and trainer-centered behaviors.