Five Steps

Know the WHAT  
Know the WHO  
Know the MEASURE

Know the HOW  
Know they’ll FORGET

Bloom’s Taxonomy

<table>
<thead>
<tr>
<th>Evaluating</th>
<th>Mastery of new knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creating</td>
<td></td>
</tr>
</tbody>
</table>

Words to include in your objective at this level:
Assemble, design, develop, argue, justify, debate

<table>
<thead>
<tr>
<th>Analyzing</th>
<th>Practice of new knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applying</td>
<td></td>
</tr>
</tbody>
</table>

Words to include in your objective at this level:
Compare, classify, distinguish, interpret, solve, demonstrate

<table>
<thead>
<tr>
<th>Understanding</th>
<th>Introduction of knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Remembering</td>
<td></td>
</tr>
</tbody>
</table>

Words to include in your objective at this level:
Define, duplicate, list, summarize, explain, discuss
Coaches Train Too

Adult Learners

- Self Directed
- Experienced
- Role Focused
- Problem Based
- Internally Motivated

Kirkpatrick’s Levels

- Satisfaction
- Learning
- Behavior
- ROI