



## Training by Objective

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Objectives are part of any well-written clinic outline. A tangible objective considers the needs of trainees & organization, it is measurable and it is appropriate for audience, conditions and setting. Objectives do not need to be written as a sentence. They can be written as a list defining ABCDE. It is important that they are easily understood and define the measurement of successful training.

**A – Audience:** Describe the intended learner or end user of the instruction.

Example: First year instructors, RMT Trainees, General Public, PSIA Ed-staff.

**B- Behavior:** Must be observable and measurable. They may be a demonstration of knowledge, a body movement or an emotional response.

Examples: Emphasize remembering/reproducing/applying something learned (Understanding)

Emphasize a movement, body performance to be observed (Movement). Emphasize an emotive reaction/action (Motivational)

**C – Condition:** Snow conditions, tools, environment, phase of a turn, time frame, etc.

Example: in challenging ungroomed snow, on a fully rockered ski, by the end of the clinic.

**D – Degree:** The standard for acceptable performance of the behavior.

# of times, accuracy, proportion, etc. Example: 8 out of 10 turns, 80% of participants,

**E – Effect:** It's important to know what type of behavior you are trying to elicit.

Cognitive, Affective or Psycho-motor behavior.

If you are trying to elicit 2 different effects, then write 2 different objectives.

**Sample Objectives:** Look at each of the following examples. Underline and label with capital ABCDE the parts of each objective.

1. New Hire instructors will demonstrate their understanding of Guest Centered Teaching by copying into the GCT grid at least 10 activities from a sample lesson.

( )

2. Level 2 certified instructors will demonstrate more accurate blending of edging and rotary skills in Basic Parallel turns by skiing at least 10 turns where they tip their skis simultaneously without twisting the skis - in the initiation phase of the turn on groomed green terrain. ( )

3. Each PSIA Training participant will help to develop group rapport by finding out something odd or interesting about their partner while riding the first lift ride, and then sharing that information with the group. ( )

### Practice:

1. Write several sample objectives for indoor and on-snow topics.

2. On hill or indoor – Pick a skiing task. Write a training objective using ABCDE that would enhance individual performance of the task. Each trainer will then lead the group for 10 minutes without revealing the objective. At the end of each 10 minutes, have the group try to identify the objective using ABCDE. Let the group discuss the relevance of all the activities to the objective. (Repeat for Teaching & Technical topics)