

Training by Objective

A tangible objective considers the needs of trainees & organization, is measurable, appropriate to audience, conditions and setting.

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. Can include a demonstration of knowledge, a movement, an expression.

Examples: Emphasize remembering/reproducing something learned (Understanding)
Emphasize a movement, ski performance to be observed (Movement). Emphasize an emotive reaction/action (Motivational)

C – Condition : Conditions, tools, environment, phase of a turn, etc.

Example: in challenging ungroomed snow.

D – Degree : The standard for acceptable performance. Time, accuracy, proportion, etc.

Example: 8 out of 10 turns, 80% of participants,

E – Effect : It's important to know what type of need you'll be facing...

Cognitive, Affective, or Psycho-motor needs.

Example:

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:

- Write several sample objectives -
- On hill, each trainer will watch a partner's skiing, and establish a focus for either their partner, or the entire group.
- Trainers will write training objectives using ABCDE.
- 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.

Note: New trainers will tend to write objectives that are very broad (work on basic Parallel skiing) and don't exhibit an observable behavior ("Skiing will

improve") . Guide them to very specific behaviors that can be observed within a clearly defined setting for more success in writing objectives!