

Levels of Learning According to Bloom's Taxonomy

We believe that in organizational settings, cost effective training programs stress both application and evaluation of the material.

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| <p>Knowledge</p> | <p>Knowledge is defined as the remembering of previously learned material. This may involve the recall of a wide range of material, from specific facts to complete theories, but all that is required is the bringing to mind of the appropriate information. Knowledge represents the lowest level of learning outcomes in the cognitive domain. <i>Typical teaching method:</i> formal lectures and readings, listening to tapes, watching videos, taking an exam, etc.</p> |
| <p>Comprehension</p> | <p>Comprehension is defined as the ability to grasp the meaning of material. This may be shown by translating material from one form to another (words to numbers), by interpreting material (explaining or summarizing), and by estimating future trends (predicting consequences or effects). These learning outcomes go one step beyond the simple remembering of material. <i>Typical teaching method:</i> lecture and guided discussion, exams, etc.</p> |
| <p>Analysis</p> | <p>Analysis refers to the ability to break down material into its component parts so that its organizational structure may be understood. This may include the identification of the part, analysis of the relationships between parts and recognition of the organizational principles involved. Learning outcomes here represent a higher intellectual level than comprehension because they require an understanding of both the content and the underlying structure of the material. <i>Typical teaching method:</i> case study, simulations and gaming.</p> |
| <p>Synthesis</p> | <p>Synthesis refers to the ability to put parts together to form a new whole. This may involve the production of a unique communication (theme or speech), a plan of operations (research proposal) or a set of abstract relations (scheme for classifying information). Learning outcomes in this area stress creative behavior. <i>Typical teaching method:</i> case study, simulations and gaming.</p> |
| <p>Application</p> | <p>Application refers to the ability to use learned material in new and concrete situations. This may include the application of such things as rules, methods, concepts, principles, laws, and theories. Real world application within the Legacee organization or in service to our clients. <i>Typical teaching method:</i> Coaching and Fill out Take Action Forms</p> |
| <p>Evaluation</p> | <p>Extremely successful individuals continually monitor their actions and look for ways to enhance their skills. <i>Typical teaching method:</i> Filling out Lessons Learned Analysis</p> |