

Training Formats to Use for Desired Outcomes

Desired Outcome	Suggested Formats and Activities
1. Awareness If you want people to understand something, furnish them with information.	1. General Workshop Presentations A) Readings D) Informational videos B) Lectures E) Information packets C) Diagrams F) Family testimony
2. Understanding If you want people to understand something, furnish them with information.	2. Team Training, Technical Assistance A) Self-evaluation E) Exercises B) Structured simulations F) Instruments C) Group process G) Case studies D) Role playing H) Video examples
3. Application If you want people to be able to do something, help them experiment with it.	3. Onsite Demonstrations, Team Technical Assistance A) Case studies E) Worksheets B) Role playing F) Team exercise C) Interactive videotapes G) Action plans D) Observational feedback H) Self evaluation
4. Innovation If you want people to develop and implement programs with vision, let them experience innovation.	4. Team Planning Sessions, Product Development A) Brainstorming B) Field testing C) Self-analysis D) Future planning

Adapted from Anderson, W., Beckett, C., Chitwood, S., Hayden, D. & Hitz, N. (1990). *Next steps: Planning for employment team training manual*. Alexandria, VA: Parent Educational Advocacy Training Center.