



Types of Learning Outcomes

	Content Type	Definition	Examples
	Declarative knowledge	Facts, lists, names, or organized information	<ul style="list-style-type: none"> ▶ Columbus sailed to the “new world” in 1492. ▶ The following states border on the Pacific Ocean: ... ▶ The development of the insurance industry in the U.S. was influenced by the following factors: ...
Intellectual Skills	Concepts	Sets of objects, ideas, or events that have characteristics in common and share a common name	<ul style="list-style-type: none"> ▶ Concrete examples: animals, horse, bus, truck, knife, piano, building, paper, pen, telephone ▶ Abstract examples: holiday, professor, essay, indemnify, travel, communication, management
	Principles	Rules that help us predict, explain, or control things—can be natural or defined	<ul style="list-style-type: none"> ▶ If water vapor rises to form a cloud, then cools, it will rain. ▶ If a passenger buys a ticket by the deadline, then she will save 40% on the ticket price.
	Procedures	Steps to be taken in a certain order to complete a task	<ul style="list-style-type: none"> ▶ A recipe ▶ Filling out forms
	Problem Solving	Selecting and applying multiple rules	<ul style="list-style-type: none"> ▶ Medical diagnoses ▶ Travel planning ▶ Instructional design
	Cognitive Strategies	The ways people manage their own learning	<ul style="list-style-type: none"> ▶ Outlining, underlining text as one reads or studies (organizing) ▶ Rehearsing or repetition for memorization ▶ Finding examples from one’s own experience (elaborating)
	Attitudes	Choices people make about what they will do	<ul style="list-style-type: none"> ▶ Choosing to observe safety rules ▶ Providing friendly customer service
	Psychomotor Skills	Learning coordinated muscle movements	<ul style="list-style-type: none"> ▶ Typing skills (but not learning to write an essay) ▶ Gestures used in giving a presentation

Adapted from Robert Gagné