

atd | The ADDIE Model

Association for
Talent Development

JOB AID

<h1>A</h1>	<p>Analysis – Sometimes called “Needs Assessment,” it includes</p> <ul style="list-style-type: none"> • defining of organizational and individual performance results • identifying performance measures for the competencies/tasks to be trained • identifying skill/knowledge requirements • determining level of instruction needed based on audience analysis • creating an evaluation strategy for the training
<h1>D</h1>	<p>Design – Development of a training strategy that includes</p> <ul style="list-style-type: none"> • learning objectives for each competency/task • assessments/tests to show mastery of the tasks • training prerequisites • sequence and structure of topics and lessons • selection of instructional delivery media/methods
<h1>D</h1>	<p>Development – Production activity that includes creating</p> <ul style="list-style-type: none"> • participant learning materials (workbooks, practices, case studies, programmed e-learning) • facilitator guide (where appropriate) • visual aids (wall charts, PowerPoint slides, etc.)
<h1>I</h1>	<p>Implementation – Putting the training into action, including</p> <ul style="list-style-type: none"> • test of materials (pilot test) • an implementation plan for conducting the training • conducting the training
<h1>E</h1>	<p>Evaluation – Review and revision, including</p> <ul style="list-style-type: none"> • review and evaluation of each ADDIE phase to ensure it is accomplishing what it needs to (formative) • evaluation of the instructional effectiveness of the training through assessments, observation of performance on the job, and measurement of organizational impact (summative) • revision of the training system

1014216.85110

©Association for Talent Development