

Seven Training Strategies: Side-by-Side Comparison

Strategy	Best Use	Theory	Participants	Facilitator
1. Behavioral	<ul style="list-style-type: none"> beginning or advanced skill development 	<ul style="list-style-type: none"> behavioral psychology operant conditioning 	<ul style="list-style-type: none"> exploring actively adjusting to feedback 	<ul style="list-style-type: none"> setting objectives determining present performance level performing task analysis providing feedback
2. Cognitive	<ul style="list-style-type: none"> presentations and explanations 	<ul style="list-style-type: none"> cognitive psychology 	<ul style="list-style-type: none"> attending to, processing, and remembering information 	<ul style="list-style-type: none"> selecting, ordering, and presenting information
3. Inquiry	<ul style="list-style-type: none"> critical, creative, and dialogical thinking 	<ul style="list-style-type: none"> philosophical and psychological studies of critical thinking and creativity 	<ul style="list-style-type: none"> responding to questions analyzing arguments generating creative ideas understanding opposing viewpoints 	<ul style="list-style-type: none"> establishing climate asking questions probing assumptions examining assertions asking for evidence seeking new ideas
4. Mental Models	<ul style="list-style-type: none"> problem solving decision making 	<ul style="list-style-type: none"> basic problem solving models expected utility theory 	<ul style="list-style-type: none"> using appropriate mental models 	<ul style="list-style-type: none"> providing information about problem-solving and decision-making techniques guiding discussion of case monitoring progress on projects
5. Group Dynamics	<ul style="list-style-type: none"> examination of opinions, attitudes, and beliefs collaboration and working in teams 	<ul style="list-style-type: none"> group communication theory 	<ul style="list-style-type: none"> speaking and active listening process and task-behavior teamwork 	<ul style="list-style-type: none"> composing groups developing and using instruments monitoring groups facilitating deeper communication
6. Virtual Reality	<ul style="list-style-type: none"> development of competence and confidence in a simulated environment 	<ul style="list-style-type: none"> psychodrama sociodrama gaming and simulation theory 	<ul style="list-style-type: none"> practicing real life roles, through role play, dramatic scenarios, and simulations 	<ul style="list-style-type: none"> setting the scene designing the scripts and scenarios intervening or stepping back debriefing
7. Holistic	<ul style="list-style-type: none"> personal learning and self-discovery through experience 	<ul style="list-style-type: none"> holistic learning constructivist philosophy and psychology brain research 	<ul style="list-style-type: none"> simultaneous multi-channel processing of experience reflection 	<ul style="list-style-type: none"> identifying experiences matching experiences to participants providing useful mechanisms for reflection providing skilled help as mentor, counselor, animator