

Gagné's Nine Events of Instruction

Gain attention



- Stimulate participants with novelty, uncertainty and surprise
- Pose thought-provoking questions to the participants
- Have participants pose questions to be answered by other participants

Inform learners of objectives



- Describe required performance
- Describe criteria for standard performance
- Participants establish criteria for standard performance

Stimulate recall of prior learning



- Ask questions about previous experiences
- Ask participants about their understanding of previous concepts

Present the content



- Present vocabulary and examples
- Present multiple versions of the same content, e.g., video, demonstration, lecture, podcast, group work
- Use a variety of media to address different learning preferences

Provide learning guidance



- Provide instructional support as needed
- Model varied learning strategies
- Use examples and non-examples
- Provide case studies, analogies, visual images and metaphors

Elicit performance (practice)



- Elicit participant activities – ask deep-learning questions
- Elicit recall strategies – ask participants to recite, revisit, or reiterate information
- Facilitate participants' elaborations
- Help participants integrate new knowledge

Provide feedback



- Inform participants they did what they were supposed to do
- Inform the participants the accuracy of their performance or response
- Direct participants in the right direction to find the correct answer but do not provide the correct answer
- Provide information (new, different, additions, suggestions) to participants and confirm that you have been actively listening
- Provide the participant with recommendations, and information for them to correct their performance

Assess performance



- Pretest for mastery of prerequisites
- Use a pretest for endpoint knowledge or skills
- Conduct a post-test to check for mastery of content or skills
- Embed questions throughout instruction through oral questioning and/or quizzes
- Include objective or criterion-referenced performances which measure how well a participant has learned a topic
- Identify normative-referenced performances which compares one participant to another participant

Enhance retention and transfer to the job



- Paraphrase content
- Use metaphors
- Generate examples
- Create concept maps or outlines

