### ASSURE Model

*A task sheet for students to work through several times and hopefully then internalise.*

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|  | **Stage** | **What?** | **Example** |
| 1 | Analyzelearners | * Analyze learners’ characteristics
* Their competencies
* Their learning styles
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| 2 | Stateobjectives | * State lesson objectives
* Using the ABCD format
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| 3 | Selectmethods | * Select all of the methods, media, and materials required.
* Modify all of the methods, media, and materials required.
* Design all of the methods, media, and materials required.
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| 4 | Utilizemethods | * Utilize the methods, media and materials to implement the lesson.
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| 5 | Requireparticipation | * Require learner participation in all of the lessons.
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| 6 | Evaluatelearners | * Evaluate learner outcomes with objectives and revise as necessary.
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**The ABCD Format**

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|  | **Steps** | **Description** |
| A | Audience | * The audience is the group of individuals who are targeted for instruction.
* While at first this seems straight forward, many times employees will ask “will I get anything out of this training?” or “should I attend this training?” or “who is supposed to go to this training?”
* Without a clear-cut audience in mind, it is difficult to pinpoint exactly who gains from the training and who would be better served in a different class.
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| B | Behaviour | * The behaviour element of the objective indicates the desired outcome of the particular learning event.
* The behaviour will be stated in the following form “will be able to detail properly” or “will be able to discuss the mechanism of action with the doctor.”
* The behaviour is what you want the person to be able to do as a result of the training.
* It is important to clarify the behaviour because training programs can get off track when the desired outcome of the activity is not clearly defined.
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| C | Condition | * The term “condition” describes circumstances under which the behaviour should occur.
* An example would be “when calling on a doctor,” the condition describes a trigger for the desired behaviour.
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| D | Degree | * The term “degree” represents how well the student must perform to be considered acceptable.
* The degree of the objective is the measurable component.
* Measures can be expressed as level of productivity, quantity, quality, time, internal or external examiner requirements, or other criteria gained from actual or anticipated work practices.
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