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|  | Behaviorist Learning Theory | Cognitivist Learning Theory |
| **List 5 fundamental beliefs of the proponents of each theory.** | 1. Learning occurs when new behavior is present and a result of stimuli.  2. Mental events such as thought, images and consciousness had no place because it could not be observed directly.  3. Go at your own pace.  4. Lecture/demo method is a great theory  5. We could understand today’s problems and can solve them if we understand human behavior.  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. | 1. Understands the internal processes of behavior and emphasizes knowing rather than responding.  2. Views learners as active not passive    3. What goes in comes out later  4.Different methods work for different students  5.Learners become an active part of the learning/lesson  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. |
| **List 3 basic assumptions about learning within each theory.** | 1.Based upon previous experiences to prompt a certain behavior.  2. Written response is stressed  3. Behavior has a consequence which reinforces certain behavior.  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. | 1. Learners build upon past learning  2. Learners are able to retrieve data stored in their brain at later dates.  3. Instructional design is task analysis.  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. |
| **List 3 strengths of each theory in terms of educational technology.** | 1. Good students are reinforced in positive manners and will therefore continue to be good students.  2. Bad students can be taught new behaviors to become better students.  3. Objectives should all be measurable in training.  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. | 1. Learning is a change in memory based upon internalization of material.  2. Different types of knowledge, skills and abilities require different training methodology.  3. Individuals are able to advance at their own pace.  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. |
| **List 3 weaknesses of each theory in terms of educational technology.** | 1. Measurable objectives are based upon all students learning a theory at the same time and pace.  2. Students do not get individual goals to achieve more.  3. The past cannot measure what is today due to the change in technological advances.  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. | 1. Some students learn in different manners and this theory does not allow differing technology in one group.  2. Garbage in garbage out  3. Some will achieve greatness, others will fail.  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. |
| **Which learning theory is most useful in the 21st century to meet the goals you have in your workplace or educational setting? How is technology used to facilitate meeting these goals?**  **In my work environment as a trainer of adults, we follow much of the behaviorist theory during lecture classes. We assume that we can change behavior such as reacting to a blood borne pathogen if correctly taught and we use lecture demo as a means of training. As we advance more in our training department we will be using technology, but still following the behaviorist beliefs more than cognitive. I personally think that much of the cognitive theory of basing information on retrieved data has a place in the materials as I train the new employees and new supervisors.**  **Saettler, P. (1990), The evolution of American educational technology. Libraries Unlimited: Colorado**  [http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm retrieved 7/20/2011](http://www.cognitivedesignsolutions.com/TrainingConsulting/TrainingConsulting1.htm%20retrieved%207/20/2011).  Toffler, A. (1980). The third wave. Bantam Books, New York. | | |