

Prominent Learning Theories

- Behaviorist
- Cognitive
- Humanistic
- Social/Situational
- Constructivist

Behaviorist Learning Theory

Emphasizes the environment and learning behaviors within

1. **Active learning** - rather than passive
2. **Repetition** - practice new skills in varied contexts
3. **Positive reinforcement** - rewards/success rather than punishment/failure
4. **Clear objectives** - “Participants will be able to...”

Cognitive Learning Theory

Emphasizing conscious intellectual activity (such as thinking, reasoning, remembering)

1. **Well-organized instruction** - easier to navigate, remember
2. **Clearly structured** - logical relationships between concepts, activities
3. **Perceptions are influential** - imagery, vision, relevant, tangible
4. **Build on prior knowledge** - explicit connects to previous learning
5. **Differentiation** - using multiple strategies, activities to engage
6. **Cognitive feedback** - insightful acknowledgement rather than just scores

Humanistic Learning Theory

Emphasizes self-actualization

1. **Engages the whole person** - feelings, activity, cognitive engagement
2. **Clearly structured** - logical relationships between concepts, activities
3. **Perceptions are influential** - imagery, vision, relevant, tangible
4. **Build on prior knowledge** - explicit connects to previous learning
5. **Differentiation** - using multiple strategies, activities to engage
6. **Cognitive feedback** - insightful acknowledgement rather than just scores

Social/Situational Learning

Emphasizes learning by observing others:

1. Observing **relationships**, listening to stories
2. Relevance is influenced by relationships
3. Learners **move from observation to participation**

Constructivist Learning

Emphasizes the role of the learning in building understanding

1. Learners relate new things to past experiences, understanding
2. Opportunities to ask questions, participate in discussion
3. Learners' inquiry/discovery - experiments, problem-solving
4. Collaboration and socialization
5. Internalization of observations and discoveries
6. Instructors create experiences that provide meaning