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## **Figure 2.1 from Kirkpatrick and Beyond : a review of ...**

Training Evaluation: Beyond Kirkpatrick. November 14, ... A cursory review of this table readily shows that some models have added a few steps before the reaction level in an effort to capture the pre-work conducted by learning professionals and training departments to obtain buy-in for the training itself. Also, some models have expanded the ...

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This report looks critically at Kirkpatrick and the other models that purport to be significant improvements. It develops a model of the learning process to help underpin any approach to training evaluation, and reviews what we know about evaluation and the factors that affect training success.

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The Kirkpatrick Model, or four levels of training evaluation, consists of Reaction, Learning, Behavior & Results. Read on for a description of each level. ... Review Our Glossary: If any of the terminology

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that you see on our website seems unfamiliar, try reviewing the Kirkpatrick Glossary of Terms.

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Doug Kirkpatrick writes an engaging story of how to dramatically change how organizations are ran. It is even more amazing when you find out that it based on a true company and actual experiences. It challenges conventional wisdom and offers a way to engage employees in a deeper and more meaningful way than the old command and control approaches.

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