

(Free and download) Building Expertise: Cognitive Methods for Training and Performance Improvement

# Building Expertise: Cognitive Methods for Training and Performance Improvement

*Ruth C. Clark*

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**Ruth C. Clark : Building Expertise: Cognitive Methods for Training and Performance Improvement** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Building Expertise: Cognitive Methods for Training and Performance Improvement:

0 of 0 people found the following review helpful. Great gift for an upcoming military leader By JFPurchased as a gift

to one of my ROTC Cadets to begin their professional library. As part of a class assignment I asked each cadet what book would they no-kidding read, military or not, related to their academic major or not. After I compiled the list of books for the class I went online and ordered all the books from . I placed them at their seats prior to class and allowed them to enter the room w/o me being present for the first five minutes. It was, and still is, one of the good teaching moments of our time together. Thanks for helping me fulfill a need in their soon-to-be military career.

0 of 0 people found the following review helpful. Not an easy read, but worth it  
By Kim Carrington  
If you are interested in how to use cognitive methods for improving training and building expertise, then this is the book. Ruth C. Clark uses many scenarios to illustrate her concepts. Not an easy read, but worth it.  
2 of 2 people found the following review helpful. Perfect blend of science and application  
By J. Aceti  
Dr. Clark takes an interesting stance - if you want to develop training programs know the science that supports your approach. If you're interested in developing training programs and want to understand the science, much of which is fairly recently developed, that supports one approach over another then this is the book. It starts by reviewing the foundations of building expertise. It then reviews the literature for learning events that are proven to build expertise. It then moves to the highest levels of integration and application of the various techniques into a structured learning environment. While it is surprising to realize our most important national activity - education - has had insufficient input due to the gap between science and application - Dr Clark is driving to reduce that gap.

This third edition of the classic resource, *Building Expertise* draws on the most recent evidence on how to build innovative forms of expertise and translates that evidence into guidelines for instructional designers, course developers and facilitators, technical communicators, and other human performance professionals. Ruth Colvin Clark summarizes psychological theories concerning ways instructional methods support human learning processes. Filled with updated research and new illustrative examples, this new edition offers trainers evidence-based guidelines to help them accelerate genuine expertise within their organizations.

*Building Expertise* presents a clear, organized, and accurate description of how to design training that is consistent with research evidence. -- Richard E. Mayer, Professor of Psychology, University of California, Santa Barbara. Author of *Multimedia Learning*. Few have done more than Ruth Clark to provide instructional practitioners easy access to the findings of scientific educational psychology. -- M. David Merrill, Department of Instructional Technology, Utah State University. Author of *5 Star Instruction*.

From the Back Cover  
*Building Expertise* This third edition of the classic resource, *Building Expertise* draws on the most recent evidence on how to build innovative forms of expertise and translates that evidence into guidelines for instructional designers, course developers and facilitators, technical communicators, and other human performance professionals. Ruth Colvin Clark summarizes psychological theories concerning ways instructional methods support human learning processes. Filled with updated research and new illustrative examples, this new edition offers trainers evidence-based guidelines to help them accelerate genuine expertise within their organizations. This new edition includes Eight instructional principles that can accelerate expertise Four instructional architectures to serve as design templates The most current research on how to develop learning that is both motivational and instructionally sound Completely updated review of relevant research from cognitive and instructional design fields Practical guidelines for problem-centered instruction, motivation, and transfer Information on how to exploit the features of new technology in ways that support human learning processes Praise for the Third Edition of *Building Expertise* "Accelerating the development of expertise is crucial to organizations' ability to thrive in today's global economy. With sound theoretical framework and immediately applicable guidelines, *Building Expertise* is a must-read for every serious performance improvement professional." mdash;Rosaline Tsai, Ph.D., global training director, Honeywell Building Solutions "Building Expertise synthesizes research into accessible design principles that can be easily applied to a broad range of instruction including eLearning and other innovative technologies." mdash;Frank Nguyen, Ph.D, assistant professor, Department of Educational Technology, San Diego State University

About the Author  
Ruth Colvin Clark, Ed.D., a recognized specialist in instructional design and technical training, is the founder of CLARK Training Consulting. Dr. Clark is a past president of the International Society for Performance Improvement (ISPI), a recipient of the Thomas Gilbert Award for Professional Achievement, and author of six books on instruction and learning including the best-selling *e-Learning* and *The Science of Instruction* coauthored with Dr. Richard Mayer.