

Kirkpatrick Evaluation Model

The Original Four Levels

Level 1- Reaction	The degree to which participants find the training favorable, engaging and relevant to their jobs.
Level 2- Learning	The degree to which participants acquire the intended knowledge, skills, attitude, confidence and commitment based on their participation in training.
Level 3- Behavior	The degree to which participants apply what they learned during training when they are back on the job
Level 4- Results	The degree to which targeted outcomes occur as a result of the training and the support and accountability package.

Reference: Kirkpatrick, J. D., & Kirkpatrick, W. K. (2016). *Kirkpatrick's four levels of training evaluation*. Alexandria, VA: ATD Press. p. 10.

