

Generic Learning Outcomes

The Generic Learning Outcomes were developed as a recognised way to measure all the different types of learning which take place in museums, libraries and archives. The GLOs are now widely used in the cultural heritage sector, and the Arts Council has recently re-vamped them: <http://www.artscouncil.org.uk/measuring-outcomes/generic-learning-outcomes>, HLF encourages organisations to use the GLOs to evaluate their learning and participation projects – but it is not compulsory.

Here are some examples of possible outcomes:

Knowledge and Understanding

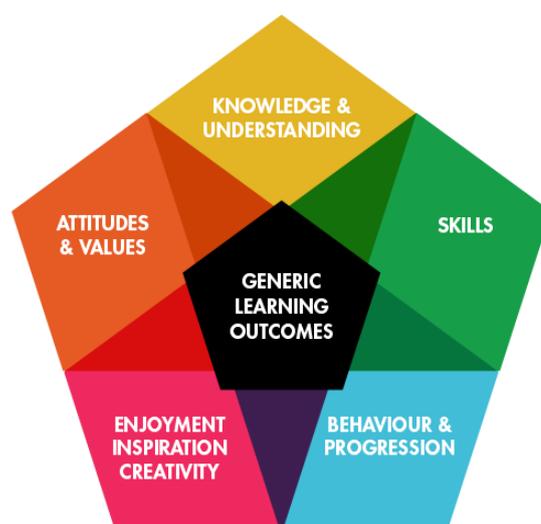
- Knowing what or about something
- Learning facts or information
- Making sense of something
- Deepening understanding
- How museums, libraries and archives work (*or, for Inspired Futures, what the church does*)
- Making links and relationships between things

Skills

- Knowing how to do something
- Being able to do new things
- Intellectual skills
- Information management skills
- Social skills
- Communication skills
- Physical skills

Attitudes and Values

- Feelings
- Perceptions
- Opinions about ourselves (eg self-esteem)
- Opinions or attitudes towards other people
- Increased capacity for tolerance
- Empathy
- Increased motivation
- Attitudes towards an organisation (eg a museum, archive or library, *or, for Inspired Futures, what the church does*)
- Positive and negative attitudes in relation to an experience



Enjoyment, inspiration, creativity

- Having fun,
- Being surprised
- Innovative thoughts
- Creativity
- Exploration, experimentation and making.
- Being inspired

Activity, behaviour, progression

- What people do
- What people intend to do
- What people have done
- Reported or observed actions
- A change in the way that people manage their lives

Not all the Generic Learning Outcomes will be applicable to all of your activities; for example, you may have an activity where people learn facts (knowledge and understanding) but not skills.