

WRITING A LEARNING OBJECTIVE

A clear learning objective states what the learner will be able to do upon completion of a continuing medical education activity, in terms of behavioral change. A clear objectives identifies the terminal behavioral or desired outcome of the educational offering.

3 STEPS TO WRITING AN OBJECTIVE

Step 1: Learning objectives begin with the phrase: “At the conclusion of this activity, participants will be able to...”

Step 2: Connect step one with an action verb, which communicates the performance by the learner. Use verbs which describe an action that can be observed and that are measurable within the teaching time frame (e.g. via a post-test).

Step 3: Conclude with the specifics of what the learner will be doing when demonstrating achievement or mastery of the objectives. Stress with what the participant will walk away from the activity.

EXAMPLES

1. At the conclusion of this activity, participants will be able to compose measureable learning objectives for learners in education sessions.
2. At the conclusion of this activity, participants will be able to distinguish the difference between learning objectives that measure whether or not the desired outcome of an education session was achieved and learning objectives that cannot measure outcomes.

WORDS TO AVOID

Avoid using words and phrases in your learning objectives that do not indicate a measurable change in the learner, such as:

Appreciate	Comprehend	Improve	Remember
Approach	Cover	Increase interest	Study
Be acquainted with	Enjoy	Internalize	Sympathize with
Be familiar with	Expand	Know	The significance of
Become	Grasp of the significance of	Learn	Think critically
Believe	Grow	Perceive	Understand
Better	Have an awareness of	Really know	



MEASURABLE VERBS BY CATEGORY

Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
Arrange	Classify	Apply	Analyze	Arrange	Appraise
Define	Compile	Calculate	Appraise	Assemble	Argue
Describe	Conclude	Change	Breakdown	Categorize	Assess
Duplicate	Convert	Choose	Calculate	Collect	Attach
Identify	Defend	Compute	Categorize	Combine	Choose
Label	Describe	Demonstrate	Classify	Comply	Compare
List	Discuss	Develop	Compare	Compose	Conclude
Match	Distinguish	Discover	Contrast	Construct	Contrast
Memorize	Estimate	Dramatize	Criticize	Create	Critique
Name	Explain	Employ	Determine	Design	Decide
Order	Express	Illustrate	Diagram	Develop	Defend
Outline	Extend	Interpret	Differentiate	Devise	Describe
Recall	Generalized	Locate	Discriminate	Diagnose	Determine
Recognize	Give example(s)	Manipulate	Distinguish	Explain	Discriminate
Record	Identify	Modify	Examine	Formulate	Establish
Relate	Indicate	Operate	Experiment	Generate	Estimate
Repeat	Infer	Perform	Identify	Manage	Evaluate
Select	Interpret	Practice	Illustrate	Organize	Explain
State	Locate	Predict	Infer	Plan	Judge
	Paraphrase	Prepare	Model	Prepare	Justify
	Predict	Present	Outline	Propose	Interpret
	Recognize	Produce	Point out	Rearrange	Measure
	Rewrite	Relate	Question	Reconstruct	Rate
	Review	Report	Relate	Relate	Recommend
	Select	Schedule	Select	Reorganize	Relate
	Summarize	Show	Separate	Revise	Predict
	Translate	Sketch	Subdivide	Rewrite	Select
		Solve	Test	Set up	Summarize
		Use		Summarize	Support
		Write		Synthesize	Value
				Tell	
				Write	