

DEVELOPING LEARNING/EDUCATIONAL OBJECTIVES

A learning and/or educational objective is a statement in specific and measurable terms that describes what the learner will know or be able to do as a result of engaging in a learning activity. Objectives should be written as a result of the identified educational needs. These needs are defined as the changes in knowledge, competence or performance that need to take place in order to address educational deficits and close professional practice gaps. Therefore, choose wording that describes the observable action that you would expect to see the learner “doing” upon completion of the learning activity. Most objectives in educational programs are in the cognitive domain. Verbs that express behaviors on each of the six levels in Bloom’s Taxonomy are listed below (note: depending on the use, some verbs may apply to more than one level).

Here are some quick tips for writing learning objectives:

- Start with a measurable verb followed by a description of the action that the learner will take.
- For the sake of clarity, a learning objective may also need to specify the conditions in which the action will occur (e.g. specific information to clarify clinical focus and/or patient characteristics).

Be careful when using verbs such as *describe, explain, review, or summarize*. They imply that the learner will communicate verbally with someone. These verbs should be used in the context of communicating with the patient, and not used to describe something that a faculty member would do (i.e., explain a concept at a live CME activity).

Knowledge		
arrange	cite	communicate
define	duplicate	give
label	list	memorize
name	order	provide
quote	recall	recognize
relate	remember	repeat
reproduce	state	
Comprehension		
allocate	assign	classify
describe	designate	identify
explain	express	match
indicate	locate	report
paraphrase	recognize	select
restate	review	translate
sort	tell	
Application		
apply	chart	choose
demonstrate	distribute	document
dramatize	employ	execute
illustrate	implement	interpret
operate	order	perform
practice	present	produce
record	schedule	sketch
solve	train	use

Analysis		
analyze	appraise	calculate
categorize	compare	contrast
criticize	determine	diagram
differentiate	discriminate	distinguish
examine	experiment	inventory
investigate	question	survey
test	verify	
Synthesis		
arrange	assemble	collect
compose	compute	conduct
construct	control	coordinate
create	design	develop
devise	discover	establish
extend	find	formulate
generate	integrate	invent
manage	organize	plan
prepare	propose	set up
synthesize	write	
Evaluation		
appraise	argue	assess
attach	choose	compare
conclude	critique	decide
deduce	defend	derive
diagnose	estimate	evaluate
hypothesize	infer	interpret
judge	manage	measure
monitor	negotiate	predict
prescribe	rate	recommend
score	select	support
theorize	troubleshoot	value

Behavior words which are not measurable:

Know
Understand
Appreciate
Grasp the significance of
Approach

Communicate
Implement
Believe
Enjoy
Grow

Learn
Increase
Motivate
Become aware of
Improve