

Writing Learning Objectives

Learning objectives are statements that describe the knowledge, skills, and/or abilities that participants will gain from the educational activity. They should be stated in measurable terms.

Learning objectives should start with the following phrase: "Upon completion of this learning activity, participants should be able to..." and then the objectives should begin with an action verb that specifies what behavior or outcome the learner should have gained after completing this activity.

Example:

CORRECT – (specific, measurable)

Upon completion of this learning activity, participants should be able to:

1. Identify the correct sequence of priorities used when assessing a traumatically injured patient
2. Assess a patient's condition accurately and in a timely manner

INCORRECT – (too vague, not measurable)

Upon completion of this learning activity, participants should be able to:

1. Understand treatment of patients.
2. Be familiar with a patient's condition.

Use this chart as a guide when developing objectives:

	Ask Yourself	Notes	Examples
Who	Whom is the learning objective directed toward?	This can be multiple groups	The participant, learner, provider, physician, etc.
Will do	What do you want the participant to be able to do?	Describe the expected observable action/behavior	Assess, demonstrate, identify, etc.
How much (How well)	How well should the action/behavior be done? (if applicable)		Accurately, in a timely manner, correctly, at a mastery level, etc.
Of What	What do you want them to learn? What should the participant know?	Describe the knowledge that should be gained	
By When	What is the time frame to demonstrate behavior or attitude changed?		Upon completion of this learning activity, by the end of the course, etc.

CME providers are expected to design activities with the intent of changing physician competence, performance and/or patient outcomes, as opposed to merely increasing knowledge.

Competence

the ability to do something in theory

Performance

the ability to do something in practice

Below are verbs that can be used when formulating learning objectives:

Verbs that measure Competence

Analyze	Differentiate	Formulate
Assess	Distinguish	Plan
Compare	Evaluate	Recommend
Contrast	Design	Develop

Verbs that measure Performance

Apply	Integrate	Prescribe
Counsel	Interpret	Utilize
Diagnose	Manage	Examine
Employ	Perform	Incorporate

Verbs to avoid when formulating learning objectives:



Verbs to AVOID

Think	Believe in	Be aware of
Understand	Appreciate	Comprehend
Know	Learn	Be familiar with

Always keep in mind that learning objectives should:

- ❖ Be congruent with the identified gaps of the facility
- ❖ Be in learner-centric format
- ❖ Be measurable
- ❖ Be consistent of only one action or outcome

For a longer list of acceptable verbs to use please visit: <https://tips.uark.edu/blooms-taxonomy-verb-chart/>