

Beaumont

Writing Better Learning Objectives

Goal vs. Objective

- **Goal:**
 - Broad statement of purpose
 - Aim of the activity
 - *Example: Improved behavior management in patients with dementia.*

- **Objective:**
 - Clear statement linking identified gaps/needs with anticipated results
 - Focus is primarily on what participants will do/learn as a result of the activity
 - Best when precise and measurable
 - Describes learning outcomes in terms of competence, performance, or patient health.
 - *Example: Apply an appropriate treatment option based on NIH guidelines for mood stabilization of a patient with dementia.*

Components of High Quality Objectives

- Condition – Commonly a disease, state, process, step
- Behavioral Verbs – Tells what is expected from the learner
- Published Standard – allows performance to be measured against some standard

Writing Effective Objectives

- Start the objective with an action verb that specifies what behavior/outcome the learner should gain after attending the activity.

Lower	<i>Sample verbs to use when formulating objectives that...</i>				Higher
Communicate INFORMATION	Communicate COMPREHENSION	Communicate APPLICATION	Communicate ANALYSIS	Communicate SYNTHESIS	Communicate EVALUATION
Define Identify List Name Recall Recognize Repeat State	Compare Describe Discuss Estimate Explain Restate Translate	Apply Develop Examine Interpret Perform Practice Predict Use	Analyze Categorize Classify Compare Contrast Differentiate Distinguish Summarize	Arrange Design Diagnose Formulate Manage Plan Specify Summarize	Assess Choose Decide Evaluate Judge Justify Rate Recommend

Impart SKILLS		Convey ATTITUDE
Demonstrate Diagram Hold	Measure Palpate Write	Consider Exemplify Reflect

Verbs to Avoid

- Verbs that cannot be easily measured should not be used
- Examples include understand, know, learn, improve, increase, grow, think critically, appreciate, approach