

Writing Learning Objectives

What ARE learning objectives?

Learning objectives *describe what the participant will be able to DO* after the program, course, or event—something that is observable and measurable. Each objective should begin with a verb that describes an observable behavior or performance goal, such as **describe, summarize, demonstrate, compare, plan, explain**, etc.

Learning or performance objectives DO NOT:

Describe feelings, emotions, thoughts or similar things that are not behavioral, because they are NOT observable or measurable. Verbs in this category include **appreciate, believe, know, learn, realize, think, understand**, etc. Avoid these kinds of words when writing objectives.

What *you* intend to do during the program, course, event, or activity—i.e., "Present information on...", "Show the audience how to..."—are *your* goals, not learning objectives. Write objectives from the perspective of what the participant will be able to DO after completing the activity, lesson or course.

For example, an effective behavioral learning objective would be: "Identify management strategies for treating postpartum hemorrhage." An effective performance objective would be: "Perform a successful tracheostomy."

Here are some good choices:

Advise	Construct	Edit	Inventory	Point	Review
Analyze	Contrast	Employ	Investigate	Practice	Revise
Apply	Convert	Enforce	Judge	Predict	Rewrite
Appraise	Counsel	Estimate	Justify	Prepare	Schedule
Arrange	Create	Evaluate	Label	Produce	Score
Assemble	Criticize	Examine	List	Propose	Screen
Assess	Debate	Experiment	Locate	Question	Select
Audit	Deduce	Explain	Maintain	Rate	Separate
Calculate	Defend	Express	Manage	Rearrange	Show
Categorize	Define	Extend	Manipulate	Recall	Sketch
Change	Demonstrate	Formulate	Match	Recognize	Solve
Choose	Describe	Gather	Measure	Recommend	State
Code	Design	Generalize	Modify	Reconstruct	Subdivide
Collect	Develop	Generate	Monitor	Record	Summarize
Combine	Devise	Identify	Name	Relate	Support
Communicate	Diagram	Illustrate	Operate	Repeat	Tell
Compare	Differentiate	Incorporate	Organize	Report	Test
Compile	Discover	Inspect	Outline	Reproduce	Transcribe
Comply	Discriminate	Instruct	Paraphrase	Respond	Translate
Compose	Discuss	Interpret	Perform	Restate	Underline
Conclude	Distinguish	Interview	Plan	Retrieve	Use
Conduct	Dramatize				