



## Writing Measurable Learning Objectives

### Learning objectives

- are derived from the overall purpose of the activity
- complete the statement: "At the end of this activity, the learner will be able to..."
- are expressed in measurable terms, identify observable actions, and specify one action or outcome per objective.
- clearly set out what observable behavior the learner should be able to perform at the completion of the activity, that is as they leave a live session, close the pages of a print activity, etc. (While it is certainly a goal of the activity to affect patient care outcomes, those parameters are long-range, expensive to monitor and depend on patient data not usually available to continuing education providers.)
- are constructed in such a way that only one behavior is described and only one verb is used. Using more than one behavior or more than one verb renders the objective unmeasurable since the learner could be able to perform one task, but not the other.
- should not exceed 3 per instructional hour.

### Approved Verbs for Objectives

Verbs used for learning objectives often come from Bloom's Taxonomy, in which several domains were set forth. For the most part, continuing education activities fall within the areas of "Knowledge" and "Comprehension" since those areas can be measured. When an activity includes individual or small group action assignments, such as analyzing a sample patient case and making treatment recommendations, a higher level verb like "evaluate" may be used. Since the more complex level verbs are used less often, they are in the shaded area.

Global Approved Verbs for Objectives	
Competence (Bloom's Taxonomy)	Verbs
Knowledge	Cite, define, enumerate, identify, indicate, list, match, name, recall, select, specify
Comprehension	Categorize, chart, choose, classify, compare, contrast (but not compare and contrast), describe, differentiate, distinguish, explain, outline, predict, recount, review, trace
Application	Apply, calculate, classify, complete
Analysis	Analyze, categorize, classify, select, sequence
Synthesis	Plan, arrange, rank
Evaluation	Assess, decide, determine, rank, select, conclude, evaluate