




Writing Behavioral Learning Objectives

 When developing your behavioral learning objectives, consider if they are:

- ✓ Focused on the learner
- ✓ Observable and measurable (i.e., use action verbs that describe measurable behaviors)
- ✓ Statements clearly describing what the learner should be able *to do* at the end of the course
- ✓ Appropriate in breadth (not too few or too many for the length of the program)
- ✓ Sufficient in depth (does the whole of the objective make sense and is it appropriate for CE)
- ✓ Fully linked to the program narrative, adequate references that support content, & are listed on promotional materials

 Suggested verbs for formulating behavioral learning outcomes:

Knowledge - list, describe, recite, write, identify

Comprehension - compare, compute, discuss, explain, predict

Application - apply, demonstrate, review, use, utilize

Analysis - analyze, diagram, differentiate, question, separate

Synthesis - compile, create, design, plan, prepare

Evaluation - assess, critique, rate, revise, select

 Verbs to avoid when writing learning objectives :

- ✗ know, understand
- ✗ learn, appreciate
- ✗ become aware of, become familiar with