



TIPS FOR WRITING LEARNING OBJECTIVES

- Write learning objectives from the point of view of the learner - what the learner will be able to do because of participating in the activity. It's helpful to think, "At the conclusion of this activity the participant will be able to..."
- The outcomes of the learning should be observable and measurable.
- Objectives should be achievable within the scope of the program: both in level of learning and within the timeframe.
- Each objective should describe only one behavior or outcome.
- Objectives should be specific to pharmacists or technicians where appropriate. Based on the scope of their work, create separate and distinct objectives for each role where possible.
- Verbs such as "know" and "understand" are vague. "Understanding" can have a myriad of meanings and it can be difficult to evaluate whether a learner "understands" a concept. However, a learning objective that states that a pharmacist "will be able to cite the risk factors for breast cancer" can be evaluated by the participants as to whether it has been achieved.

Poor Examples:

- "Participants will hear about the recent laws regarding medical marijuana. "
- "To acquaint the clinician with the key clinical features necessary for the diagnosis of common rheumatic diseases. "
- "To update, reinforce, and provide new information regarding the etiology, pathogenesis, diagnosis, treatment, and prognosis of herniated thoracic disc."

These objectives focus on what the instructor plans to do, rather than what the learner outcome will be.

Sample Verbs for Learning Creating Objectives – "After completing the activity, the learner should be able to..."

Recall	Comprehend	Apply	Analyze	Synthesize	Evaluate
Cite	Compose	Calculate	Categorize	Arrange	Appraise
Count	Compile	Demonstrate	Collect	Construct	Choose
Define	Describe	Employ	Compare	Create	Compare & Contrast
Describe	Discuss	Illustrate	Debate	Design	Critique
Identify	Explain	Interpret	Determine	Develop	Conclude
List	Express	Perform	Differentiate	Formulate	Evaluate
Name	Give examples of	Practice	Distinguish	Integrate	Justify
State	Say in own words	Predict	Inspect	Manage	Measure
Write		Schedule	Separate	Organize	Recommend
		Solve	Summarize	Prescribe	Select
		Use		Specify	Test