



# Boston Children's Hospital

## Continuing Medical Education Department

### Tips for Writing Learning Objectives

Learning objectives should:

- Clearly state anticipated results, ideally in terms of behavioral change or desired result
- Focus primarily on what participants will do/learn as a result of attending the activity
- Be measurable
- Use active learning verbs

Some verbs are better than others; those that relate to specific actions or behaviors are critical.

#### When writing objectives, follow these 3 steps:

##### Step 1

Learning objectives begin with the phrase:

“Upon completion of this activity, participants will be able to...”

##### Step 2

Use an action verb that communicates the learner’s performance or patient health. Use verbs that describe an action that can be observed and that are measurable.

#### Sample Verbs\*

Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation
define	classify	apply	analyze	arrange	assess
identify	compile	calculate	calculate	assemble	compare
label	conclude	demonstrate	categorize	compose	critique
list	discuss	develop	classify	construct	decide
match	describe	interpret	criticize	design	determine
name	explain	locate	compare	develop	establish
recall	express	operate	contrast	diagnose	evaluate
recognize	give examples	perform	determine	manage	judge
record	identify	practice	differentiate	organize	justify
relate	interpret	predict	distinguish	plan	measure
repeat	recognize	present	examine	propose	rate
select	summarize	report	outline	relate	recommend
state	translate	use	test	summarize	select

\*Additional action verbs can be found in the Appendix to the Activity Proposal.

##### Step 3

Conclude with the specifics of what the learner will be doing when demonstrating achievement or mastery of the objectives. Stress what the participant will walk away with from the activity.

#### Examples of learning objectives:

Upon completion of this activity, participants will be able to:

- Identify shoulder anatomy on a diagram
- Recognize four common causes of shoulder pain
- Compare and contrast management strategies for patients with chronic shoulder pain

#### Words to Avoid

appreciate	believe	improve	learn
approach	grasp the significance of	increase	think critically
become	grow	know	understand



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