

CREATING BETTER LEARNING OBJECTIVES



VERBS TO USE AND AVOID

learning objective:

A measurable and observable statement of what learners will be able to do once they have completed the learning experience successfully.

Example: "The trainee will be able to **demonstrate** the I-E-E-I method."



VERBS TO USE

(observable & measurable)

Lower Cognitive Level

answer orally
choose
clean
complete
construct
define
draw
explain
find
identify

access
adjust
apply
collect
comply
conduct
demonstrate
develop
document
express

Higher Cognitive Level

ascend & descend
assign
calculate
classify
compute
correct
create
describe in writing
differentiate
explain orally



VERBS TO AVOID

(vague, not behavioral or measurable)

appreciate
be acquainted with
be aware of
enjoy
gain a working knowledge of

grasp the significance of
learn
recognize
remember
understand



EXAMPLES

Avoid Weak Examples

Understand the 6 Ps of Preparation.
Recognize the differences between listing and brainstorming.
Be aware of the 10 Principles of Facilitation.

Use Strong Examples

Identify the 6 Ps of Preparation.
Differentiate the differences between listing and brainstorming.
Apply the 10 Principles of Facilitation.

