

When writing objectives start with the opening statement:

Ex. At the end of this activity, learners should be able to... followed by three key components:

- 1. Action Verb:** Define the single observable action that you would expect the learner to be able to demonstrate following the activity.
- 2. Condition:** Describe the situation in which the expected action will occur (e.g.: patient population, clinical situation)
- 3. Expected Outcome:** Describe the expected improvement in competence, performance or patient outcomes. Align this with the overall desired practice for education for maximum effectiveness.

Examples:

Poor Wording: Understand how to modulate pain therapy by addressing psychological and personality issues. Why? The term “understand” is not measurable; and context regarding the patient’s condition is absent.

Better Wording: Modulate pain therapy by addressing psychological and personality issues in patients with chronic pain.

Sample Verbs

Knowledge	Comprehension	Applying	Analyzing	Synthesizing	Creating
Define Duplicate List Memorize Recall Reproduce State	Classify Describe Discuss Explain Identify Recognize Translate	Demonstrate Dramatize Employ Illustrate Interpret Operate Solve	Compare Contrast Criticize Differentiate Discriminate Distinguish Examine	Appraise Argue Defend Judge Select Support Evaluate	Assemble Construct Create Design Develop Formulate Write

*Based on Bloom’s Taxonomy