

DOCUMENTING LEARNING OBJECTIVES

Learning objectives should be written in measurable terms and highlight what participants can expect to walk away knowing once the program is over.

The learning objectives should:

- specify what new skills or knowledge the participant will have upon completion of the presentation.
- be written so that the learner can assess that they have achieved the objectives.
- be stated in measurable terms (key phrases include action verbs: Participants will be able to *define, identify, name, demonstrate, describe, apply, develop, employ, use, etc.*)
- be realistically attainable given the audience and the time allotted for your workshop.

Examples of measurable learning objectives: (taken from different programs)

- List at least three indications that extended preparation strategies are required prior to trauma processing.
- Describe the steps of the RDI protocol.
- Name five cognitive interweaves that may be helpful during looping when processing guilt and shame related to addiction history.
- Demonstrate use of the targeted treatment planning worksheet with a current symptom in practicum.
- Differentiate when to use the recent events protocol rather than the standard protocol when targeting traumatic grief.

Action verbs that can be used in learning objectives include but are not limited to:

Cognitive Domain	Action Verbs
Knowledge	Define, memorize, repeat, record, list, recall, name, relate, collect, label, specify, cite, enumerate, tell, recount
Comprehension	Restate, summarize, discuss, describe, recognize, explain, express, identify, locate, report, retell, review, translate
Application	Exhibit, solve, interview, simulate, apply, employ, use, demonstrate, dramatize, practice, illustrate, operate, calculate, show, experiment
Analysis	Interpret, classify, analyze, arrange, differentiate, group, compare, organize, contrast, examine, scrutinize, survey, categorize, dissect, probe, inventory, investigate, question, discover, text, inquire, distinguish, detect, diagram, inspect
Synthesis	Compose, setup, plan, prepare, propose, imagine, produce, hypothesize, invent, incorporate, develop, generalize, design, originate, formulate, predict, arrange, contrive, assemble, concoct, construct, systematize, create
Evaluation	Judge, assess, decide, measure, appraise, estimate, evaluate, infer, rate, deduce, compare, score, value, predict, revise, choose, conclude, recommend, select, determine, criticize

Table developed from the work of: Bloom, Benjamin S. and Krathwohl, David R. (1956). Taxonomy of Educational Objectives: The Classification of Educational Goals, by a Committee of College and University Examiners. Handbook 1: Cognitive Domain. New York, Longmans.