

Writing SMART learning objectives

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- Specific and measurable
- Motivating to the learner
- Achievable and aggressive
- Related to vision and goals
- Timely – can be achieved in the training event

Mager’s theory of behavioral objectives includes three components:

1. Behavior – specific and observable
2. Condition – the condition under which the behavior is to be completed including what tools or assistance is to be provided
3. Standard – the level of performance that is desirable

e.g. Given a typical clinical environment, participants should be able to elicit a full agenda of concerns from 90% of the standardized patients interviewed.

1. **Knowledge** – repeat information verbatim
2. **Comprehension** – demonstrate understanding of terms and concepts
3. **Application** – apply information to solve a problem
4. **Analysis** – break down into elements, formulate theory
5. **Synthesis** – combine elements in new ways
6. **Evaluation** – making or justifying value judgments or selection among alternatives

Verbs for Formulating Educational Objectives

Verbs that communicate Knowledge

Information				
Cite	Identify	Quote	Relate	Tabulate
Count	Indicate	Read	Respect	Tell
Define	List	Recite	Select	Trace
Describe	Name	Recognize	State	Update
Draw	Point	Record	Summarize	Write
Comprehension				
Assess	Contrast	Distinguish	Interpolate	Restate
Associate	Demonstrate	Estimate	Interpret	Review
Classify	Describe	Explain	Locate	Translate
Compare	Differentiate	Express	Predict	
Compute	Discuss	Extrapolate	Report	
Application				

Apply	Employ	Match	Relate	Sketch
Calculate	Examine	Operate	Report	Solve
Choose	Illustrate	Order	Restate	Translate
Complete	Interpolate	Practice	Review	Treat
Demonstrate	Interpret	Predict	Schedule	Use
Develop	Locate	Prescribe	Select	Utilize
<i>Analysis</i>				
Analyze	Criticize	Diagram	Infer	Question
Appraise	Debate	Differentiate	Inspect	Separate
Contract	Deduce	Distinguish	Inventory	Summarize
Contrast	Detect	Experiment	Measure	
<i>Synthesis</i>				
Arrange	Construct	Formulate	Organize	Produce
Assemble	Create	Generalize	Plan	Propose
Collect	Design	Integrate	Prepare	Specify
Combine	Detect	Manage	Prescribe	Validate
Compose	Document			
<i>Evaluation</i>				
Appraise	Critique	Evaluate	Rank	Score
Assess	Decide	Grade	Rate	Select
Choose	Determine	Judge	Recommend	Test
Compare	Estimate	Measure	Revise	

Verbs that communicate Skills

Ask for other's perspective	Clarify	Listen	Orient to process	Reflect
Assesses understanding	Collaborate	Massage	Offer options	Reframe
Asks open-ended questions	Communicate	Manage conflict	Palpate	Rephrase
Assess barriers	Hold	Manages emotions	Project	Summarize
Diagnose	Hypothesize	Measure	Respond to affect	Tailor a plan
Diagram	Integrate	Negotiates	Record	Troubleshoot
Educate without jargon	Internalize	Notices and acts on non-verbal cues	Repeat	Visualize
Empathize	Invites opinions	Operate		Write

Verbs that convey attitudes or values

Accept	Compassion	Empathy	Modify	Reflect
Acquire	Consider	Embrace	Personal Awareness	Respect
Apologize	Concern	Exemplify	Plan	Respond
Authenticate	Construct	Increased confidence	Realize	Revise
		Mindful		Transfer

Words to AVOID (have multiple meaning and hard to measure)

Appreciate	Comprehend	Learn		
Believe	Have faith in	Recognize		
Be aware of	Know	Understand		