Learning Objectives

that lead to

Achievement of Specific Outcomes

The instructional design for a CME activity or event should lead to specific, planned outcomes for the participating learners.

Learning objectives

- Describe what an activity participant is expected to achieve in terms of improved competence (C), performance (P), or patient outcomes (PO) after participating in an educational event.
- Participants will do something better than done before participating in the learning.
- Start with action-promoting verbs (see Bloom's Taxonomy Verbs below for suggestions) and not vague terms such as 'understand' or 'know'

Examples of Objectives leading to Planned Outcomes:

• Learners will utilize updated protocols in the management of _____.

• Learners will diagnose _____ more accurately in their patients with _____.

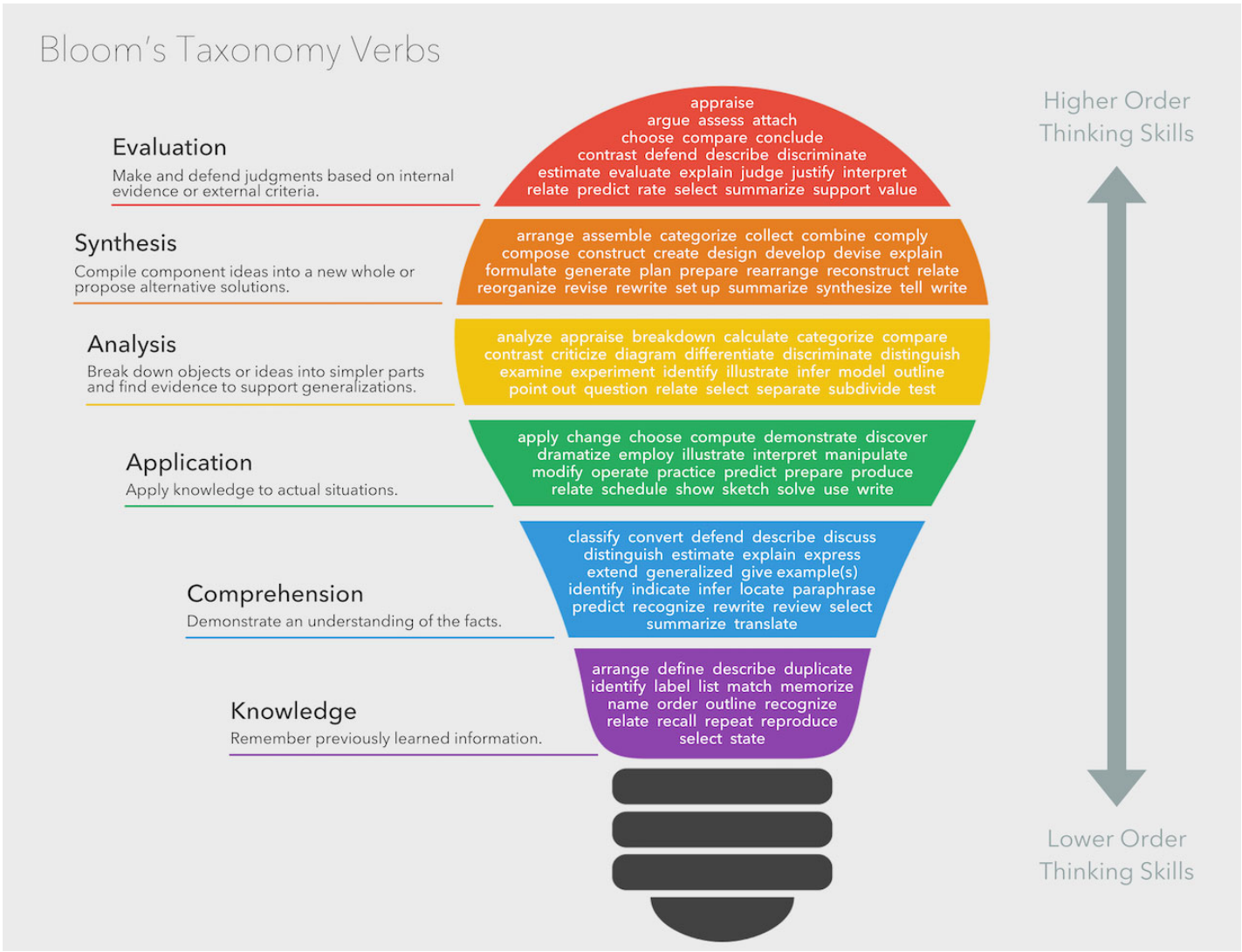
• Learners will more effectively communicate with patients in the management of _____.

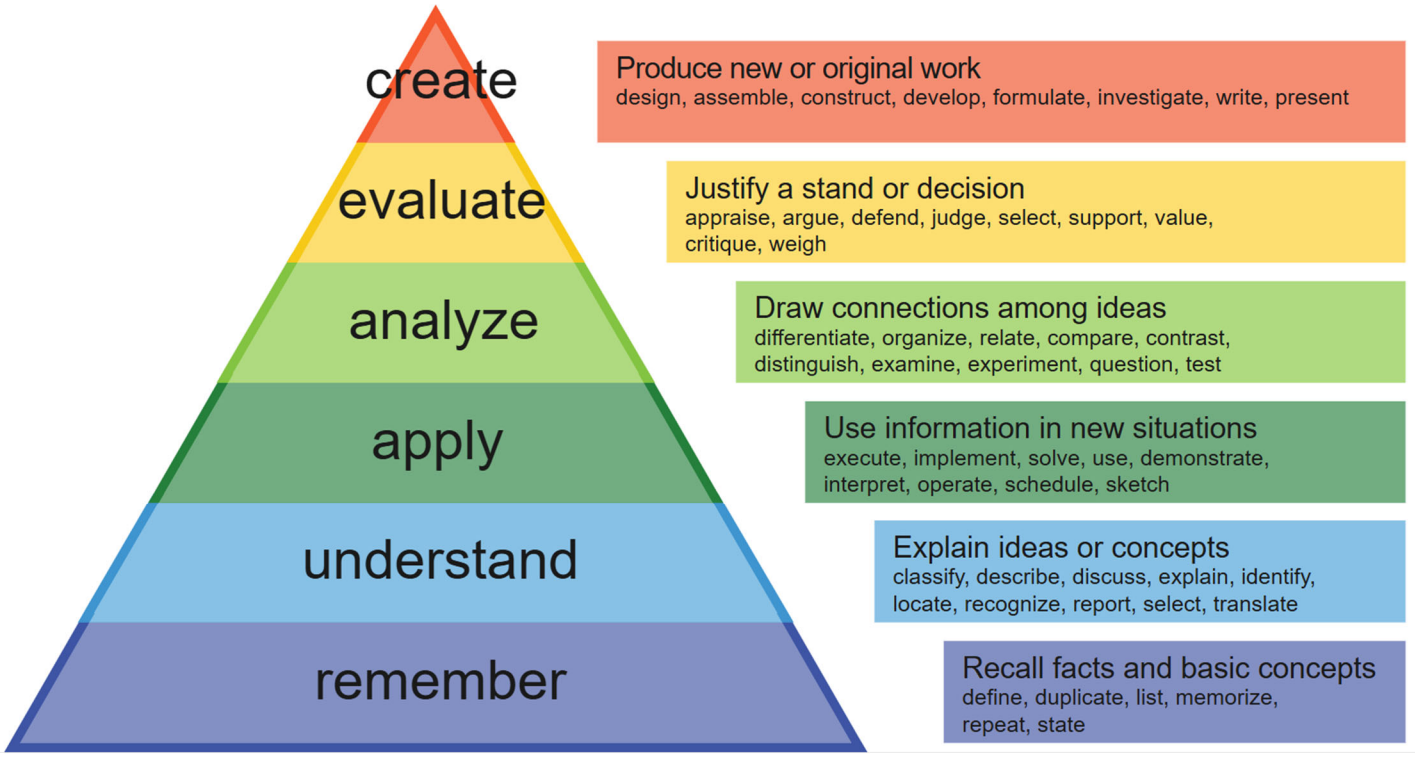
• Learners will refer patients appropriately for _____in the health care system.

Measurable Action-Oriented Verbs

Verbs that promote action will prompt learners to achieve planned outcomes of the activity.
Avoid using non-measurable verbs, e.g., know, recognize, understand.

For:	Related to:	Suggested Verbs:
Improved Competence, Performance or Patient Outcomes	Information	Define, Describe, Identify, List, Name, State
	Comprehension	Classify, Describe, Discuss, Explain, Identify, Summarize
Improved Competence or Performance	Analysis	Calculate, Classify, Compare, Contrast, Diagram, Solve
	Evaluation	Assess, Estimate, Evaluate, Interpret, Measure, Test
Improved Performance or Patient Outcomes	Application	Apply, Demonstrate, Diagnose, Operate, Outline, Treat
	Synthesis	Design, Diagnose, Manage, Organize, Prescribe, Solve


Bloom's Taxonomy Verbs
Evaluation
Make and defend judgments based on internal evidence or external criteria.
appraise argue assess attach choose compare conclude contrast defend describe discriminate estimate evaluate explain judge justify interpret relate predict rate select summarize support value
Synthesis
Compile component ideas into a new whole or propose alternative solutions.
arrange assemble categorize collect combine comply compose construct create design develop devise explain formulate generate plan prepare rearrange reconstruct relate reorganize revise rewrite set up summarize synthesize tell write
Analysis
Break down objects or ideas into simpler parts and find evidence to support generalizations.
analyze appraise breakdown calculate categorize compare contrast criticize diagram differentiate discriminate distinguish examine experiment identify illustrate infer model outline point out question relate select separate subdivide test
Application
Apply knowledge to actual situations.
apply change choose compute demonstrate discover dramatize employ illustrate interpret manipulate modify operate practice predict prepare produce relate schedule show sketch solve use write
Comprehension
Demonstrate an understanding of the facts.
classify convert defend describe discuss distinguish estimate explain express extend generalized give example(s) identify indicate infer locate paraphrase predict recognize rewrite review select summarize translate
Knowledge
Remember previously learned information.
arrange define describe duplicate identify label list match memorize name order outline recognize relate recall repeat reproduce select state
Higher Order Thinking Skills
Lower Order Thinking Skills


create
evaluate
analyze
apply
understand
remember
Produce new or original work
design, assemble, construct, develop, formulate, investigate, write, present
Justify a stand or decision
appraise, argue, defend, judge, select, support, value, critique, weigh
Draw connections among ideas
differentiate, organize, relate, compare, contrast, distinguish, examine, experiment, question, test
Use information in new situations
execute, implement, solve, use, demonstrate, interpret, operate, schedule, sketch
Explain ideas or concepts
classify, describe, discuss, explain, identify, locate, recognize, report, select, translate
Recall facts and basic concepts
define, duplicate, list, memorize, repeat, state