How to Write an Effective Learning Objective

Your learning objective(s) should address what you desire to achieve from your professional practice gap and needs assessment. The objective(s) should be written from the point of view of your learners. To assist you in writing effective learning objectives, Prairie/HSHS has included some tips here you can use:

1. Remember learning objectives are not just to satisfy your CME requirements but are communicated to your target audience and any potential commercial supporters.

2. Use verbs that can be measured. A list of suggested/measurable verbs has been included on the next page.

3. Be brief and clearly express what the objective of your education is.

4. Make sure your learning objectives relate back to your professional practice gap and needs assessment. Are you clearly defining what your target audience will be prepared to do after the activity?

5. Ensure that your learning objectives are tailored to ALL members of your target audience.

If you need further assistance, please reach out to our CME office. We would be happy to assist you in writing effective learning objectives.

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Appropriate Verbs for Learning Objectives

Knowledge	Comprehension	Application	Analysis	Synthesis	Evaluation	Receiving	Responding	Valuing	Organization	Value
Cite	Arrange	Adapt	Analyze	Arrange	Appraise	Accept	Agree	Adopt	Anticipate	Act
Choose	Associate	Apply	Appraise	Assemble	Approve	Acknowledge	Allow	Aid	Collaborate	Administer
Define	Clarify	Catalogue	Audit	Build	Assess	Attend (to)	Answer	Care (for)	Confer	Advocate
Label	Classify	Chart	Break down	Combine	Choose	Follow	Ask	Complete	Consider	Aid
List	Convert	Compute	Calculate	Compile	Conclude	Listen	Assist	Compliment	Consult	Challenge
Locate	Describe	Consolidate	Categorize	Compose	Confirm	Meet	Attempt	Contribute	Coordinate	Change
Match	Diagram	Demonstrate	Certify	Conceive	Criticize	Observe	Choose	Delay	Design	Commit (to)
Name	Draw	Develop	Compare	Construct	Critique	Receive	Communicate	Encourage	Direct	Counsel
Recall	Discuss	Employ	Contrast	Create	Diagnose		Comply	Endorse	Establish	Criticize
Recognize	Estimate	Extend	Correlate	Design	Evaluate		Conform	Enforce	Facilitate	Debate
Record	Explain	Extrapolate	Criticize	Devise	Judge		Cooperate	Evaluate	Follow	Defend
Repeat	Express	Generalize	Deduce	Discover	Justify		Demonstrate	Expedite	through	Disagree
Select	Identify	Illustrate	Defend	Draft	Prioritize		Describe	Foster	Investigate	Dispute
State	Locate	Infer	Detect	Formulate	Prove		Discuss	Guide	Judge	Empathize
Write	Outline	Interpolate	Diagram	Generate	Rank		Display	Initiate	Lead	Endeavor
	Paraphrase	Interpret	Differentiate	Integrate	Rate		Exhibit	Interact	Manage	Enhance
	Report	Manipulate	Discriminate	Make	Recommend		Follow	Join	Modify	Excuse
	Restate	Modify	Distinguish	Manage	Research		Give	Justify	Organize	Forgive
	Review	Order	Examine	Organize	Resolve		Help	Maintain	Oversee	Influence
	Sort	Predict	Infer	Plan	Revise		Identify	Monitor	Plan	Motivate
	Summarize	Prepare	Inspect	Predict	Rule on		Locate	Praise	Qualify	Negotiate
	Transfer	Produce	Investigate	Prepare	Select		Notify	Preserve	Recommend	Object
	Translate	Relate	Question	Propose	Support		Obey	Propose	Revise	Persevere
		Sketch	Reason	Reorder	Validate		Offer	Query	Simplify	Persist
		Submit	Separate	Reorganize			Participate	React	Specify	Praise
		Tabulate	Solve	Set up			(in)	Respect	Submit	Profess
		Transcribe	Survey	Structure			Practice	Seek	Synthesize	Promote
		Use	Test	Synthesize			Present	Share	Test	Promulgate
		Utilize	Uncover				Read	Study	Vary	Question
			Verify				Relay	Subscribe	Weigh	Reject
							Reply	Suggest		Resolve
							Respond	Support		Seek
							Select	Thank		Serve
							Try	Uphold		Solve
										Strive
										Tolerate
										Volunteer
										(for)