

## Writing Behavioral Learning Objectives and Assessments

- Learning objectives, or learning outcomes, are statements that clearly describe what the learner will know or be able to do as a result of having attended an educational program or activity.
- Learning objectives must be **observable and measurable**.
- Learning objectives should (1) focus on the learner, and (2) contain action verbs that describe measurable behaviors.
- Verbs to consider when writing learning objectives:
  - List, describe, recite, write
  - Compute, discuss, explain, predict
  - Apply, demonstrate, prepare, use
  - Analyze, design, select, utilize
  - Compile, create, plan, revise
  - Assess, compare, rate, critique
- Verbs to avoid when writing learning objectives:
  - Know, understand
  - Learn, appreciate
  - Become aware of, become familiar with
- Example of well-written learning objectives:

**This workshop is designed to help you:**

1. Summarize basic hypnosis theory and technique;
  2. Observe demonstrations of hypnotic technique and phenomena;
  3. Recognize differences between acute pain and chronic pain;
  4. Utilize hypnosis in controlling acute pain;
  5. Apply post-hypnotic suggestions to chronic pain; and
  6. Practice hypnotic technique in dyads.
- Objective learning assessments should be written in a manner that determines whether participants learned what you planned to teach them. The evaluation (or learning assessment) should be based on the stated learning objectives of the program.
  - Example of well-written learning assessment:

**Based on the content of this workshop, I am able to:**

Strongly Agree    Strongly Disagree

- |  |           |
|--|-----------|
| 1. Describe at least two theoretical approaches to hypnosis;                           | 5 4 3 2 1 |
| 2. Employ at least two hypnotic induction techniques;                                  | 5 4 3 2 1 |
| 3. Explain how psychological approaches differ when applies to acute vs. chronic pain; | 5 4 3 2 1 |
| 4. Demonstrate a technique for applying hypnosis to acute pain;                        | 5 4 3 2 1 |
| 5. Provide post-hypnotic suggestions for controlling chronic pain;                     | 5 4 3 2 1 |
| 6. State that I had the opportunity to practice the technique                          | 5 4 3 2 1 |

Source: <http://www.apa.org/ed/sponsor/about/faq/objectives.pdf>