

Developing Learning Objectives

A clear learning objective states what the learner will be able to do on completion of a continuing learning activity, in terms of behavioural change.

A clear objective identifies the terminal behaviour or desired outcome of the learning. When writing learning objectives, follow these three steps:

Step 1

Learning objectives begin with a phrase similar to: "At the conclusion of the learning session, participants will be able to..."

Step 2

Connect step one with an action or command verb which communicates the performance by the learner. Use verbs which describe an action that can be observed and that are measurable within the learning time frame (e.g., via a post-test).

Sample action or command verbs:

define	classify	apply	analyse	arrange	assess
identify	compile	calculate	calculate	assemble	compare
label	conclude	demonstrate	categorize	compose	critique
list	discuss	develop	classify	construct	decide
match	describe	interpret	criticize	design	determine
name	explain	locate	compare	develop	establish
recall	express	operate	contrast	diagnose	evaluate
recognizes	give	examples	perform	determine	manage
judge	record	identify	practice	differentiate	organize
justify	relate	interpret	predict	distinguish	plan
measure	repeat	recognize	present	examine	propose
rate	select	use	report	outline	relate
state	translate	summarise	test	summarize	recommend

When developing your learning objective, you should ideally avoid vague verbs such as appreciate, believe, improve, learn, approach, grasp the significance of, increase, thinks critically, become, grow, know, understand.

Step 3

Conclude with the specifics of what the learner will be doing when demonstrating achievement or mastery of the objectives. Stress what the participant will walk away from the activity with.

Example learning objectives

On completion of the learning session, participants will be able to identify and correctly rectify lighting fault warnings

At the end of the training, trainees will be able to clean down and prepare a filling machine safely and in line with the manufacturers recommendations following every completion of a product filling.

As a result of the learning, trainees will be able to pan and tilt a camera accurately following the director's instructions during a production on location.