

## 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 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 the 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 applied 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 a post-hypnotic suggestion for controlling chronic pain; and	5	4	3	2	1
6. State that I had the opportunity to practice the technique during the workshop.	5	4	3	2	1