

Writing Behavioral Learning Objectives and Assessments

As a general guideline, there should be three to four objectives for a four-hour program; five to six objectives for a seven to eight-hour program, etc.

❖ 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 include:

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:

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