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Writing Good Learning Objectives

Note: Writing focused, pertinent, and measurable learning objectives for your work-based learning program is one of the most important steps in successfully planning and implementing such a program.

The chart that follows is based upon Bloom's Taxonomy of Objectives for the Cognitive Domain (1956). It is important to use **action verbs** when constructing objectives. This helps define objectives based upon what learners will be expected to do and to demonstrate.

You do not have to have objectives for each level of learning, but this chart should help you decide at which level your objectives will be targeted. The levels of learning go from the most straight-forward (knowledge), to the most complex (evaluation).

Level of Learning	Skills Demonstrated	Action Verbs Used	Statement of Objectives for My Work-based Learning Program
Knowledge	<ul style="list-style-type: none">• observation and recall of information• knowledge of dates, events, places• knowledge of major ideas• mastery of subject matter	define, list, describe, identify, show, quote, label, name, tell, arrange, duplicate, match, order, record, recall, repeat	
Comprehension	<ul style="list-style-type: none">• understand information• grasp meaning• translate knowledge into a new context• interpret facts, compare and contrast these• predict consequences	explain, summarize, interpret, contrast, predict, estimate, provide examples, associate, differentiate, discuss, identify, recognize, select	
Application	<ul style="list-style-type: none">• use information• use methods, concepts, theories in new situations• solve problems using required skills or knowledge	relate, apply, demonstrate, calculate, examine, modify, discover, show, solve, discover, change, employ, prepare, schedule, operate, illustrate, complete	

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Analysis	<ul style="list-style-type: none">• see patterns• organize parts• recognize hidden meanings• identify components	identify, analyze, appraise, explain, arrange, discriminate, divide, select, infer, classify, connect, distinguish, deduce, conclude, determine, question, test	
Synthesis	<ul style="list-style-type: none">• use existing ideas to create new ones• generalize from given facts• relate knowledge from several areas• predict, draw conclusions based on evidence	integrate, modify, rearrange, plan, create, design, compose, generalize, formulate, combine, substitute, prepare, draw, construct, propose, specify, organize, group	
Evaluation	<ul style="list-style-type: none">• compare and discriminate between ideas and options• assess value of ideas and options• make choices based on reasoned argument• verify value of evidence	decide, rank, convince, judge, summarize, evaluate, grade, measure, select, explain, compare, contrast, assess, appraise, match, order, repeat, score, estimate	