

CFMC

Office of Continuing Education

DEVELOPING OBJECTIVES

There is more latitude in writing objectives for physician education activities. You can say that attendees will be able to "Implement state-wide changes in ...". Such broad sweeping statements, however, are difficult to measure in terms of the education provided at a specific CME event.

Nursing activities, on the other hand, require objectives that are specific and measurable at the end of the education event. That is, an attendee could answer a quiz on the objectives. Information given would directly relate to the education content of the presentations. The following chart is part of the nursing accreditation process.

SOME POSSIBLE VERBS FOR USE IN DEVELOPING BEHAVIORAL OBJECTIVES

A learner objective describes the behavior of the learner at the completion of a Continuing Education activity. The objective must be measurable and demonstrate that learning has taken place, i.e.,

- ◆ List 3 reasons for the need for personal malpractice insurance.
- ◆ Identify 2 effective listening techniques.
- ◆ State the 4 priorities for care in the management of a patient with major trauma.

Knowledge	Comprehension	Application	Analysis	Syntheses	Evaluation
define	translate	interpret	distinguish	compose	judge
repeat	restate	apply	analyze	plan	appraise
list	explain	employ	differentiate	propose	evaluate
recall	express	use	appraise	design	rate
name	identify	demonstrate	calculate	formulate	compare
relate	locate	dramatize	experiment	arrange	revise
underline	report	practice	test	assemble	score
	review	illustrate	compare	collect	select
	tell	operate	contrast	construct	choose
		schedule	criticize	create	assess
		shop	diagram	set up	estimate
		sketch	inspect	organize	measure
			debate	manage	
			inventory	prepare	
			question		
			relate		
			solve		
			examine		
			categorize		

Behavior words that are not measurable:

Know	communicate	learn
Understand	implement	increase
Appreciate	believe	enjoy
Become aware of	motivate	recognize
Grasp the significance of	discuss	describe