

Tips for Writing Learning Objectives

Program attorneys and program chairs writing learning objective for the kick-off-meeting or the catalog can follow the *ABC Model*, using *performance verbs* to describe measurable outcomes. This will result in clear, well-written learning objectives that meet accreditation requirements, and identify measurable performance objectives.

The ABC Model

The ABC model clearly identifies three components of a learning objective:



A Audience

Who will perform the action

Specify the people or groups of people you expect to participate in the segment.



B Behavior

What they will accomplish

What do you want participants to do as a result of the training? Define the behavior in the broadest possible terms.



C Condition

Measure of success

Describe the situation or circumstances when the behavior has been completed.

Example: The following is an example of a learning objective that follows the ABC model



Performance Verbs

Use action oriented verbs in objectives to identify measurable performance objectives. This short list is not comprehensive and is intended as a reference and inspiration to generate ideas.

Knowledge Verbs		Action Verbs		
Cite	List	Apply	Decide	Interpret
Define	Match	Analyze	Demonstrate	Manage
Describe	Name	Arrange	Debate	Organize Plan
Discuss	Record	Assess	Determine	Practice
Explain	Review	Assign	Differentiate	Prepare
Identify	State	Categorize	Distinguish	Question
Label	Write	Collect	Examine	Refute
		Combine	Evaluate	Rank
		Compare	Examine	Review
		Create	Illustrate	Revise