

# Helpful steps to plan your CME Activity Learning Objectives

## Writing Learning Objectives

Learning objectives are provided at the beginning of each activity to allow learners to evaluate the relevance of the activity to their practice. Learning objectives should:

- Derive from identified gaps in physician knowledge, competence, and performance or patient outcomes.
- Clearly and concisely communicate what learners are expected to know and/or do after participating in a CME activity
- Frame the content to be presented; it is critical that each objective be specifically addressed in the content.

If a post-test or other assessment is associated with the CME activity, the test should include questions that address or relate to each learning objective.

The essential components of learning objective are *who* (the learner), *how* (an action verb), and *what* (the result).

Who	How	What
Learners will be able	to name	the most sensitive and specific diagnostic testing available for...
Participants will be able	to recognize	the physical signs and symptoms of...
The physician will be able	to explain	the risks and benefits of...
The healthcare provider will be able	to perform	differential diagnosis...

The goal is to strive for high level learning objectives to be focuses on performance outcomes such as application and evaluation of knowledge rather than simply increasing knowledge and comprehension. Examples of action verbs useful for crafting such outcomes are listed below.

LEVEL (in ascending order)	ACTION VERBS TO USE IN LEARNING OBJECTIVES
Knowledge	define, list, state, identify, label, name, understand
Comprehension	discuss, explain, predict, interpret, infer, summarize, convert, translate, recognize, suspect, provide, account for, review, inform, counsel
Application	translate, interpret, apply, employ, use, practice, decide, illustrate, demonstrate, prepare, modify, obtain, perform, increase, decrease
Analysis	distinguish, differentiate, analyze, criticize, debate, question, relate, solve, examine
Synthesis	design, develop, devise, formulate, plan, diagnose, propose, change create, construct, change, arrange, assemble, organize, compose, establish, incorporate ,prioritize
Evaluation	appraise, estimate, evaluate, assess, measure, rate, justify, revise, select, screen

[For more information on action verbs, please visit: Bloom's Taxonomy Verbs](#)