



10 Principles of Writing Learner Objectives

The first five are called the SMART principles. The origin is unknown, but the SMART principles are widely used in the management-by-objectives area.

1. The statement must be specific.
2. The statement must be measurable immediately or once they have returned home.
3. The statement must be attainable.
4. The statement must be rellevant to the material or information presented.
5. The statement must be timely. Allow enough time for the facilitator to meet the objectives.
6. The statement should describe the end (product), not the means (process). It is the results of the instruction.
7. Write a separate statement for each objective or outcome.
8. Write a statement that reflects the various levels of skill attainment. Do you want it to be at a basic level – such as discuss – or at a higher level such as write.
9. Start each statement with a concrete action verb.
10. Attitudes themselves cannot be measured – they can only be inferred from behavior.

Examples of Learner Objectives

Explain current theories of steroid replacement during the perioperative period.

Identify anesthesia risks for patients with hyperthyroid and hypothyroid disorders.

Describe the surgical and anesthesia implications of herbal drugs.

Other examples of actions verbs:

Analyze	Compare	Define
Demonstrate	Describe	Differentiate
Discuss	Examine	Explain
Identify	Illustrate	List

“Explore” or “Gain” are not measurable