

Writing Learning Objectives for Continuing Education Activities

Clear, measurable learning objectives are required for every continuing medical or pharmaceutical education activity. Learning objectives enable prospective participants to determine if the activity is appropriate for them. Objectives are also helpful in focusing instructor preparation, guiding educational methods selection, and developing the evaluation tool measuring the activity's success. Objectives should be specific, address identified audience needs and interests, and facilitate measuring the educational activity success. **In writing objectives, use clear and attainable measures to answer the question: "What should the participants be able to do?"** These objectives should focus on knowledge/skill acquisition or reinforcement. The ASM uses the following recommended wording format for creating objectives: "Upon completion of this activity, participants should be able to..." This phrase is followed by a specific performance verb and the desired learning outcome. Examples of performance verbs include:

Application	Comprehension	Knowledge	Analysis	Synthesis	Evaluation
Apply	Associate	Cite	Analyze	Arrange	Appraise
Calculate	Classify	Count	Appraise	Assemble	Assess
Complete	Compare	Define	Categorize	Collect	Choose
Demonstrate	Compute	Draw	Classify	Compose	Compare
Dramatize	Contrast	Identify	Contrast	Construct	Critique
Employ	Convert	Indicate	Criticize	Create	Decide
Examine	Describe	Label	Debate	Design	Determine
Illustrate	Differentiate	List	Detect	Detect	Estimate
Interpret	Discuss	Name	Diagram	Formulate	Evaluate
Interpolate	Distinguish	Point	Differentiate	Generalize	Judge
Locate	Explain	Read	Distinguish	Hypothesize	Justify
Operate	Estimate	Recite	Experiment	Integrate	Measure
Order	Examine	Recognize	Infer	Manage	Rank
Perform	Express	Relate	Inspect	Organize	Rate
Predict	Interpret	Repeat	Inventory	Plan	Recommend
Practice	Interpolate	Select	Question	Prepare	Revise
Relate	Locate	State	Separate	Produce	Score
Report	Predict	Tabulate	Summarize	Propose	Select
Restate	Report	Tell		Summarize	
Review	Restate	Trace			
Schedule	Review	Write			
Sketch	Translate				
Solve					
Translate					
Use					
Utilize					

Words that are **NOT** measurable and should never be used:

Know	Grasp the significance of	Have knowledge of	Comprehend
Think	Be aware of	Remember	Perceive
Understand	Appreciate	Learn	

Examples of Objectives:

Objectives: Upon completion of this activity, participants should be able to:

- ❖ Describe the important antimicrobial resistance mechanisms of problematic bacterial pathogens
- ❖ Recommend laboratory techniques most appropriate for detection of such mechanisms of resistance
- ❖ Examine the PK/PD parameters used to evaluate antimicrobial agents in the light of evolving resistance; and
- ❖ Recognize the various molecular and evolutionary approaches used to track the development of antimicrobial resistance.