



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 **s**pecific.
2. The statement must be **m**easurable immediately or once they have returned home. Understand is not measurable. It is too vague.
3. The statement must be **a**ttainable.
4. The statement must be **r**elevant to the material or information presented.
5. The statement must be **t**imely. 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
Examine

Explain
Define
Demonstrate

Differentiate
Illustrate
List

“Understand” or “Review” are not measurable