

### **Behavioral Objectives for CME Programs**

Definition: An objective is a description of a performance that you want learners to be able to exhibit, as a measurement of competence. An objective describes an intended result of instruction, rather than the process of instruction itself.

Purpose of Objectives: 1) Assist sponsors in planning, designing and implementing educationally effective activities. 2) Assist sponsors in evaluating the quality of CME activities. 3) Assist prospective participants in judging whether or not a CME activity meets their needs or interests.

Guidelines for Writing Objectives:

- Learning objectives should be precise, unambiguous, and measurable. Each objective measures only one behavior (outcome).
- Objectives can measure outcomes in the cognitive, psychomotor or affective domains.
- Objectives should relate to assessed needs.
- Objectives should guide the educator in the selection of appropriate teaching/learning strategies, to attain the desired outcome.

Elements of an Objective: In general, there are three elements in an objective: 1) Description of the learner. 2) Description of the behavior the learner will exhibit to demonstrate competence. 3) Description of the required performance level (i.e. 100% accuracy; all steps performed correctly) or statement of the kind of content to which the behavior relates.

Example: At the completion of this program, the participant (MD) will be able to construct behavioral objectives for CME programs.

Please refer to the back of this page for a list of action verbs, which must be used when developing appropriate behavioral objectives.

**CME OBJECTIVE VERBS**

Examples of operational/behavioral terms include:

**KNOWLEDGE:** Remember/recall in the same way taught

Articulate	Indicate	Read	Tabulate
Cite	List	Recite	Tell
Count	Name	Record	Trace
Define	Outline	Relate	Write
Draw	Point	Select	
Identify	Quote	State	

**COMPREHENSION:** Understand/State in own words

Associate	Differentiate	Extrapolate	Report
Classify	Discuss	Interpret	Restate
Compare	Distinguish	Interpolate	Review
Compute	Explain	Locate	Translate
Contrast	Estimate	Predict	
Describe	Express	Recognize	

**SYNTHESIS:** When given parts, is able to produce a whole;  
Close to creativity.

Appraise	Evaluate	Recommend
Assess	Grade	Revise
Choose	Judge	Score
Critique	Measure	Select
Determine	Rank	Test
Estimate	Rate	

**EVALUATION:** Apply information to new situation

Arrange	Describe	Manage	Recommend
Assemble	Design	Organize	Revise
Collect	Detect	Plan	Specify
Compose	Formulate	Prepare	Suggest
Construct	Generalize	Produce	
Create	Integrate	Propose	

**APPLICATION:** Identify principle in a given situation or  
vice-versa

Anticipate	Explore	Order	Sketch
Apply	Implement	Perform	Solve
Assist	Illustrate	Predict	Translate
Calculate	Implement	Practice	Use
Complete	Interpolate	Relate	Utilize
Demonstrate	Locate	Report	
Employ	Monitor	Review	
Examine	Operate	Schedule	

**ANALYSIS:** Take whole and break it into parts

Analyze	Differentiate	Summarize
Appraise	Distinguish	
Contrast	Evaluate	
Correlate	Experiment	
Compare	Infer	
Criticize	Inspect	
Detect	Question	
Diagram	Separate	

**The following descriptions are not stated in operational/behavioral terms and do not meet the criterion for CME**

Have an understanding of  
Know how to  
Become Familiar With  
Have an approach to  
Be able to know

Understand  
Be cognizant of  
Learn how to  
Be aware of