What makes a great learning objective?

Let's consider this one as an example: Using this infographic, learners will create a learning objective that includes all 4 parts

Learner point-of-view

Objectives describe what learners should be doing, not what the instructor will do.

Terminal objectives are displayed at the end of a training; enabling objectives along the way

Measurable action

Some actions reflect higher levels of learning. Google "Bloom's Verbs" for examples at all levels!

Actions need to be observable (you can't see "learn" or "understand"). Only one action per objective, please!

Resources learners can use

Allow learners to use the same supports they will have following the training (like this infographic in our example).

Degree of success

If the action you want to see happens back on the job, it's likely an outcome, not an objective

Identify how well learners need to do. Be sure it's realistic while they're still on a learning curve.

Icons: The Noun Project