



Tips for Objectives

What do we want participants to know or do as a result of participating in this activity?

Activity objectives should grow out of a thorough needs assessment. After you've determined the gap you want to address, develop how you want the activity to address the defined gap(s).

Two to three program objectives are usually appropriate for a one-hour activity. For multi-hour or multi-day programs, one to two objectives for each session in the program will be critical in linking individual sessions together and ensuring the linkage of individual sessions to the overall course goal(s).

Effective objectives are characterized by the following

- Participant directed (As a result of participating in this activity, you will be able to...)
- Described with action words rather than conceptual words
- Behavior/competence based, and measurable

Immediate behavior change or implementation

When the activity is intended to have the participant do something differently immediately after the activity, use objectives that define that behavior or next step.

Examples

As a result of participating in this activity, you will be able to:

- Successfully conduct a knee exam with an elderly patient to rule out red flags
- Complete a plan for implementing the new Clinical Practice Guidelines for Neck and Back Pain in their local department
- Evaluate and manage patients with headache and make appropriate referrals to neurology
- Apply recommended best practices for diagnosing depression in adolescent patients

Change in attitudes, beliefs, or perceived importance of practice/issue

If all or part of the activity is intended to influence attitudes and/or beliefs of participants, objectives can be developed to highlight these changes in the areas of participant confidence, readiness to change, and described level of importance of the particular recommendation

Examples

At the conclusion of this activity, participants will be able to identify:

- Increased confidence in communicating effectively with terminal patients
- Increased readiness to have a difficult conversation with a patient