



2023 ATTACH Childhood Trauma and Attachment Conference

RFP Guidelines for Writing Behavioral Learning Objectives and Assessments

- Learning objectives, or learning outcomes, are statements that clearly describe what the learner will know or be able to do as a result of having attended an educational program or activity.
- Learning objectives must be observable and measurable.
- Learning objectives should (1) focus on the learner, and (2) contain action verbs that describe measurable behaviors.

Verbs to consider when writing learning objectives

- list, describe, recite, write
- compute, discuss, explain, predict
- apply, demonstrate, prepare, use
- analyze, design, select, utilize
- compile, create, plan, revise
- assess, compare, rate, critique

Verbs to avoid when writing learning objectives

- know, understand
- learn, appreciate
- become aware of, become familiar with

Example of well-written learning objectives

This workshop is designed to help you:

1. Summarize basic hypnosis theory and technique.
 2. Observe demonstrations of hypnotic technique and phenomena.
 3. Recognize differences between acute and chronic pain.
 4. Utilize hypnosis in controlling acute pain.
 5. Apply post-hypnotic suggestions to chronic pain; and
 6. Practice hypnotic technique in dyads.
- **Objective learning assessments** should be written in a manner that determines whether participants learned what you planned to teach them. The evaluation (or learning assessment) should be based on the stated learning objectives of the program

Example of a well-written learning assessment:

Based on the content of the workshop, I am able to:

<- Strongly Disagree Strongly Agree->

1	Describe at least two theoretical approaches to hypnosis;	1	2	3	4	5
2	Employ at least two hypnotic induction techniques;	1	2	3	4	5
3	Explain how psychological approaches differ when applied to acute vs. chronic pain;	1	2	3	4	5
4	Demonstrate a technique for applying hypnosis to acute pain;	1	2	3	4	5
5	Provide a post-hypnotic suggestion for controlling chronic pain; and	1	2	3	4	5
6	State that I had the opportunity to practice the technique during the workshop.	1	2	3	4	5