

Writing effective learning objectives using Bloom's Taxonomy.

Bloom's Taxonomy is a hierarchical framework that categorizes educational learning objectives into levels of cognitive complexity. The revised version (Anderson & Krathwohl, 2001) organizes these levels as follows:

Remembering: Recalling basic facts and information.

Understanding: Explaining ideas or concepts.

Applying: Using information in new situations.

Analyzing: Drawing connections among ideas.

Evaluating: Justifying a decision or course of action.

Creating: Producing new or original work.

Steps for Writing Learning Objectives Using Bloom's Taxonomy

Identify the Learning Outcome:

What should the learner be able to do by the end of the training or learning experience?

Consider the overall goals of the training program.

Choose the Appropriate Cognitive Level:

Select a Measurable Action Verb:

Choose a verb that clearly describes the observable behavior the learner will demonstrate.

This verb should align with the chosen cognitive level.

Avoid vague verbs like "know," "understand," or "appreciate." These are difficult to measure.

Examples of Action Verbs by Cognitive Level:

Remembering: define, list, identify, name, recall, recognize, state

Understanding: classify, describe, discuss, explain, identify, locate, recognize, report, select, translate

Applying: choose, demonstrate, dramatize, employ, illustrate, interpret, operate, practice, schedule, sketch, solve, use, write

Analyzing: analyze, appraise, arrange, calculate, categorize, compare, contrast, criticize, differentiate, discriminate, examine, experiment, question, test

Evaluating: appraise, argue, defend, judge, select, support, value, evaluate

Creating: assemble, construct, create, design, develop, formulate, write.

Specify the Content or Concept:

Clearly state the specific topic, concept, or skill the learner will be working with.

Example Objectives:

Remembering: "List the five major components of the Affordable Care Act."

Understanding: "Explain the difference between Medicare and Medicaid."

Applying: "Demonstrate how to properly submit a claim using the Highmark online portal."

Analyzing: "Compare and contrast the benefits packages offered by Highmark with those of a competitor."

Evaluating: "Evaluate the effectiveness of a proposed new wellness program based on employee feedback and cost analysis."

Creating: "Develop a new training module for onboarding new customer service representatives."

Key Considerations:

Alignment: Ensure that the learning objectives align with the overall goals of the training program and the organization's objectives.