

APPENDIX D

BEHAVIORAL OBJECTIVES

General Policies Related to Behavioral Objectives:

Behavioral objectives are defined for each continuing education offering and used as a basis for determining content and learning activities, and evaluating effectiveness.

The objectives indicate the relationship to nursing and/or the bodies of knowledge, which contribute to nursing practice.

Objectives are clearly stated, appropriate for the audience, relevant and attainable for the allotted time, observable and measurable.

Behavioral objectives describe what the learner will be able to do after participating in the offering. They will complete the sentence: "After this offering, the participants will be able to..."

Definitions Related to Behavioral Objectives:

Behavior--any relevant, visible activity displayed by the learner (action verb).

Objective--communication of intent.

Learning--a relatively permanent change in behavior.

Exit behavior--behavior shown at the end of the learning experience.

Conditions--situations, equipment, weather, etc.

Criterion--standard or test by which exit behavior will be evaluated.

Characteristics of a Behavioral Objective:

Contains one action verb.

Tells about the behavior or performance of learners.

Concerns the ends rather than the means--the exit behavior rather than the learning process.

Describes the conditions under which the learner will be performing exit behavior.

Includes information about the level of performance that will be considered acceptable.
Measurable in terms of observable behavior.

Suggested verbs in the cognitive domain:

| <u>Knowledge</u> | <u>Comprehension</u> | <u>Application</u> | <u>Analysis</u> | <u>Synthesis</u> | <u>Evaluation</u> |
|-------------------------|-----------------------------|---------------------------|------------------------|-------------------------|--------------------------|
| define | translate | interpret | distinguish | compose | judge |
| repeat | restate | apply | analyze | plan | evaluate |
| record | discuss | employ | differentiate | propose | rate |
| list | describe | use | calculate | design | compare |
| recall | explain | demonstrate | experiment | formulate | value |
| name | express | dramatize | test | arrange | revise |
| underline | identify | practice | compare | assemble | score |
| identify | locate | illustrate | contrast | collect | select |
| recognize | report | operate | solve | construct | choose |
| | review | schedule | diagram | create | assess |
| | tell | shop | inspect | set up | estimate |
| | conclude | sketch | debate | organize | measure |
| | detect | develop | inventory | prepare | appraise |
| | predict | generalize | question | classify | critique |
| | differentiate | relate | examine | organize | validate |
| | select | | categorize | | |
| | interpret | | criticize | | |

Suggested verbs in the affective domain:

| <u>Receiving</u> | <u>Responding</u> | <u>Valuing</u> | <u>Organization</u> | <u>Characterization of values by value</u> |
|-------------------------|--------------------------|-----------------------|----------------------------|---|
| acknowledge | acts | accepts | argues | acts consistently |
| shares | willingly | acclaims | debates | is accountable |
| shows awareness of | listens to | agrees | declares | stands for |
| | practices | cooperates | defends with | takes a stand |
| | | | responds | helps |
| | | | selects | respects |
| | | | shows interest | supports |

Suggested verbs in the psychomotor domain:

| <u>Imitation</u> | <u>Manipulation</u> | <u>Precision</u> | <u>Articulation</u> | <u>Naturalization</u> |
|-------------------------|----------------------------|-------------------------|----------------------------|------------------------------|
| follows example of | carries out | demonstrates | carries out | is competent |
| follows lead of | according to procedure | skill in using | is skillful in using | is skilled |
| | | follows procedure | carries out | uses |
| | | practices | | |

Adopted from:

Johnson & Johnson. Assuring Learning with Self-Instructional Packages. Self-Instructional Packages, Inc., 1973.

Reilly, Dorothy E. Behavioral Objectives. Evaluation in Nursing. 2nd edition. New York: Appleton-Century-Crofts, 1980.

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