

Learning outcomes are statements that specify what learners will know or be able to do as a result of learning or attending your program. Outcomes are usually expressed as knowledge, skills, or attitudes.

Learning outcomes have 3 distinguishing characteristics:

1. The specified action by the learners must be observable
2. The specified action by the learners must be measurable.
3. The specified action must be done by the learners

Since the learners performance should be observable and measureable, the verb chosen for each outcome statement should be an action verb that can be both observed and measured.

Examples of those verbs are:

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

Examples of learning outcomes:

- Upon completion of the program, participants will learn to integrate interests, values, personality, skills, or leisure activities that facilitate their career and educational planning.
- Upon completion of this program, participants will understand their leadership philosophy and use it within their organization, work or personal life.
- Upon completion of this program, participants will analyze and use the three concepts of team dynamics (Collaboration, common purpose, and Controversy with Civility) in their everyday life.
- Upon completion of this program, participants will be given the resources to utilize in designing a plan to improve their overall health.