Worksheet: Build a Performance Objective

Align intended outcomes to measurable achievements by using Dr. R. Gagné’s Levels of Learning to build
three-component performance objectives.

**Conditions:** What environment, situation, or tools are needed to achieve this objective?
*(Example: “a simulated patient”)*

**Performance:** What will students do to achieve the objective? *(Example: “use LOCATES”)*

**Variety of Learning and Learned Capability Verb:** What type of outcome is this?
- □ Verbal information *(list, state, summarize)*
- □ Cognitive Strategy *(adopt)*
- □ Motor Skill *(execute)*
- □ Attitude *(choose)*
- □ Intellectual Skill: Discrimination *(discriminate)*
- □ Intellectual Skill: Concrete Concept *(identify)*
- □ Intellectual Skill: Defined Concept *(classify)*
- □ Intellectual Skill: Rule *(demonstrate)*
- □ Intellectual Skill: Problem Solving *(generate)*

**Measurement or Mastery:** How will you know when students have achieved the objective?
*(Example: “evaluate using a checklist”)*

**Using the Above, Write the Objective:**

Given _____________________________, the learner will be able to _____________________________ by / with / according to ____________________________.

*(conditions) (learned capability verb) (performance) (measurement or mastery)*

Interested in learning more? Reach out to SMHS Education Resources instructional designers *(777-4272).*

Developed by Education Resources, School of Medicine & Health Sciences, University of North Dakota (2019)