

Defining eLearning Objectives with Bloom's Revised Taxonomy

Bloom's Revised Taxonomy is a great tool to help get you thinking about what kind of training you want to design and build, what kinds of knowledge or skills you want your learners to gain, and how you will define these in your training objectives. Although the Taxonomy was originally intended for classroom use, its applicability to eLearning is boundless.

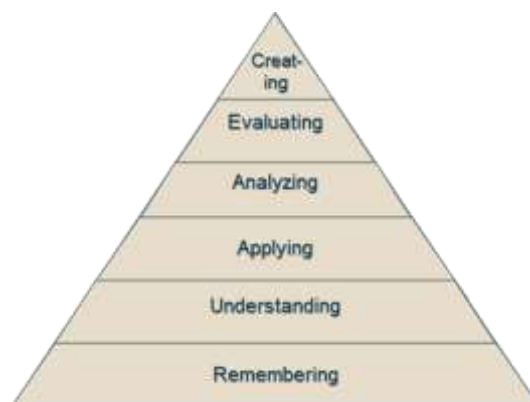
To leverage Bloom's Revised Taxonomy in the planning of your training, first ask yourself a few questions about its overall scope and purpose:

What do I want my learners to be able to do/demonstrate/perform, etc. by the end of my training?:

How will they demonstrate that they've gained this mastery? How will I define their success?:

Step One: Find Your Level

Based on your answers above, use the hierarchy below to identify what skill level you want your learners to attain by the end of your training:



Step Two: Choose Your Verbs

From the list below, check off the level of mastery you've selected and use some of the accompanying verbs to help you identify the action you want your learner to demonstrate:

- Create:** build, compile, compose, estimate, defend, assemble
- Evaluate:** critique, judge, justify, prove, predict, recommend
- Analyze:** compare, contrast, distinguish, separate, compute, modify, estimate
- Apply:** choose, construct, solve, operate, interpret, illustrate
- Understand:** discuss, identify, locate, select, paraphrase, order
- Remember:** name, list, repeat, define, outline, label

Step Three: Determine Your Outcomes

List some tasks/assessments/evaluations/projects that your learner will be expected to complete after they finish your training. Depending on the level of mastery and action verbs that you identified above, these could range from filling out a list to assessing a scenario to solving a problem or proposing an alternative solution.

- 1.
- 2.
- 3.

Now Put It All Together

Use the three steps you've completed above to string together some statements that will help you identify your learning objectives at the outset of your training:

- 1.
- 2.
- 3.