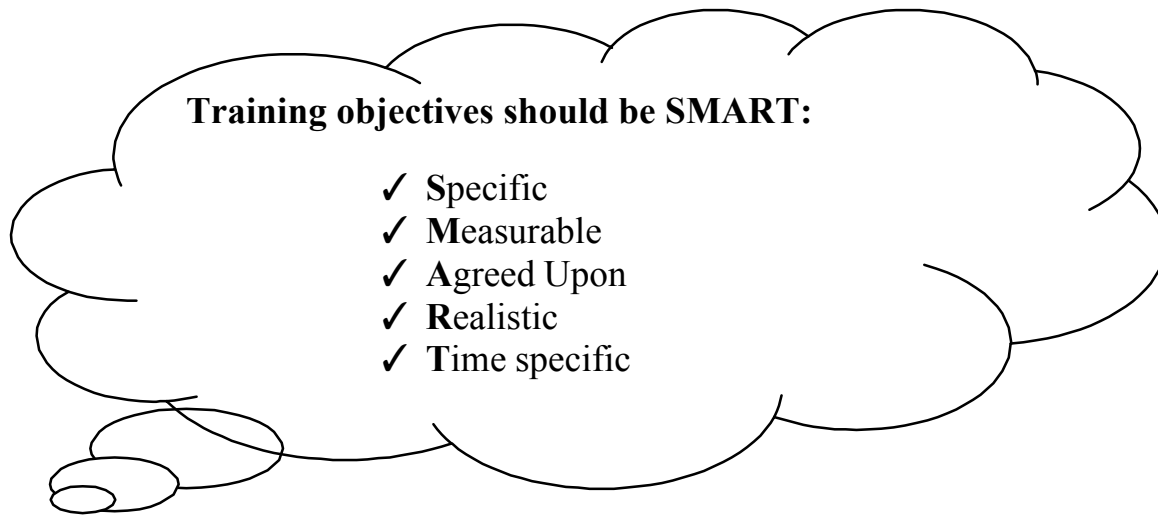


Handout 2: Writing SMART Objectives



What do you want your participants *to learn* as a result of the training? Objectives should be written in terms of *learning outcomes*. Follow the three-step process below to write your training objectives.

1. Start with a time phrase:

- After completing this 30-minute training, participants will be able to . . .
- ✎ After this unit, participants will be able to. . .
- ✎ By the end of the session, participants will be able to . . .

2. Use a “strong” , not “fuzzy” verb:

- ✎ **Strong verbs:** Demonstrate, serve, slice, plan, identify, cook, list, apply, etc.
- ✎ **Fuzzy Verbs:** learn, feel, understand, become, etc.

3. Determine the outcome and reason for doing it:

- What are the participants going to do, and why do they need to do it?

EXAMPLE: After completing this 30-minute training, participants will be able to

WHEN **WHO**

demonstrate three techniques of cooking vegetables to maintain nutritional value.

WHAT **(and sometimes)** **WHY**

Remember – Keep them SMART!

*Modified from http://www.educationoasis.com/curriculum/LP/LP_resources/lesson_objectives.htm

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