

PREPARING INSTRUCTIONAL OBJECTIVES

Mager, R. F. (1997). *Preparing Instructional Objectives: A Critical Tool in the Development of Effective Instruction* (3rd ed.). Atlanta, GA: The Center for Effective Performance.

- An objective is a collection of words, symbols, and/or pictures describing one of your important intents.
- An objective will communicate your intent to the degree you describe what the learner will be *DOING* when demonstrating achievement of the objective, the important conditions of the doing, and the criterion by which achievement will be judged.
- To prepare a useful objective, continue to modify a draft until these questions are answered:
 - *What do I want the learners/students to be able to do?*
 - *What are the important conditions or constraints under which I want them to perform?*
 - *How well must students perform for me to be satisfied?*
- When the main intent of an objective is covert, an indicator behavior through which the main intent can be detected is added.
- Indicator behaviors are always the simplest, most direct behaviors possible, and they are always something that every trainee already knows how to do well.
- To prepare an objective:
 - Write a statement that describes the main intent or performance expected of the student.
 - If the performance happens to be covert, add an indicator behavior through which the main intent can be detected.
 - Describe relevant or important conditions under which the performance is expected to occur. Add as much description as is needed to communicate the intent to others.

Preparing Instructional Objectives

DP Hallahan



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