

Outcome writing card

The four parts, the two examiner test and the eight faults with their repairs.

The four parts of an outcome

Part	Question it answers	Example
The learner	Who	By the end of the programme the graduate is able to
Observable verb	What	manage the airway
Condition	Where, with what, for whom	of an adult patient in a district hospital theatre using the difficult airway algorithm
Standard	How well	without desaturation below ninety percent

The two examiner test. If two examiners watching the same learner could disagree about whether it happened, the verb or the standard is still missing.

The eight faults

Fault	Example	Repair
1 Unobservable verb	Understand shock	Classify shock and select initial fluid therapy
2 Two outcomes in one	Assess and manage the deteriorating patient	Split, because they are assessed by different tools
3 Teacher activity	The course will cover fluid therapy	Turn the sentence to the learner
4 Content list	Outcome three, cardiovascular system	State what the learner does with it
5 No condition or standard	Manage the airway	Add where, with what and how well
6 Wrong altitude	A session objective as a programme outcome	Move it to the level whose audience needs it
7 Unassessable here	Promises what the placements cannot show	Arrange the placement or stop promising it
8 Unnumbered or renumbered	Numbers changed at revision	Fix numbers for life, retire rather than reuse

Based on the ERAS Africa Outcome Based Education course, 2026, the EAA training manuals on competency based curriculum implementation and education quality assurance, the ETA Implementation Guideline for Accreditation of Medical and Health Science Programs (January 2022) and the WFME global standards. Free to copy and adapt with attribution.