The Terminal Learning Objective (TLO) or Goal is a statement of the instructor's expectations of participant performance at the end of a specific lesson or unit. The TLO is written from the perspective of what the participant will do—not what the instructor will do.

- TLO consists of three parts: Condition, Task, and Standard.
- TLOs are precise, observable, and measurable.
- TLOs are stated in active terms.
- A TLO may represent a fairly large block of instruction, but would only rarely range beyond a single lesson.

Enabling Learning Objectives (ELOs) or Learning Objectives are concise statements of the instructor's expectations of participant performance and might be considered STEPS in accomplishing the TLO. The ELOs are written from the perspective of the participant and what he/she must do to accomplish the TLO. Or:

- They typically provide only tasks.
- They are observable and measurable but often do not include the standard or condition.
- Each one involves a single step within a TLO.

**Purposes**

The Terminal Learning Objective provides direction for a lesson. It forces the instructor to think through three questions:

- What will the participant be able to do as a result of completing the lesson?
- Under what conditions (setting, supplies, equipment, etc.) will the participant be required to perform the task?
- How well must the participant perform the task to PASS?

Enabling Learning Objectives specify a detailed sequence of participant activities. They force the instructor to think through the steps involved in completing the task in the TLO. The ELOs usually form the outline for the instruction phase of the lesson plan. They force the instructor to think through a cycle of questions:

- What is the first thing the student must be able to do (know)?
- When that is complete, what must he/she do (know) next?

**Example**

Terminal Learning Objective: Given the appropriate tools, manual, and a sparkplug, the participant will be able to gap the plug within specifications in less than five minutes.

Enabling Learning Objectives:
- Look up the gap in the manual
- Select appropriate wire to set gap