## Scenario-Based Learning

Kendra Barker Instructional Designer Specialist



#### THE COLLABORATIVE

COLLABORATIVE FOR EXCELLENCE IN BEHAVIORAL HEALTH RESEARCH AND PRACTICE

## About ID Models vs. Strategies

• ID Model: Guidelines an instructional designer uses to approach, structure, and design a course. Concrete ID principles – ADDIE, SAM, GAGNE, Dick and Carey.



• ID Strategies: High-level approach. The methods, techniques and devices used to teach the learners. Subject matter, audience, overall learning environment.



#### Scenario-based Learning

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# What are we going to learn? Learning Objectives

- Describe and define scenario-based learning.
- Recognize when to use scenario-based learning.
- Identify and use the five rules for creating scenarios.
- Explain the different ways to measure the outcomes of scenario-based learning.
- Construct a scenario-based learning example.

## Types of ID Strategies

Guided learning

Case Studies

• LEAD (learning through exploration and discovery) ario-based Learning exploration and discovery

Simulations

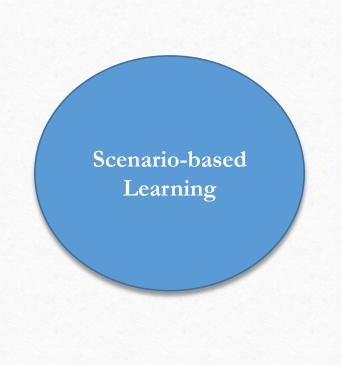
Game-based learning

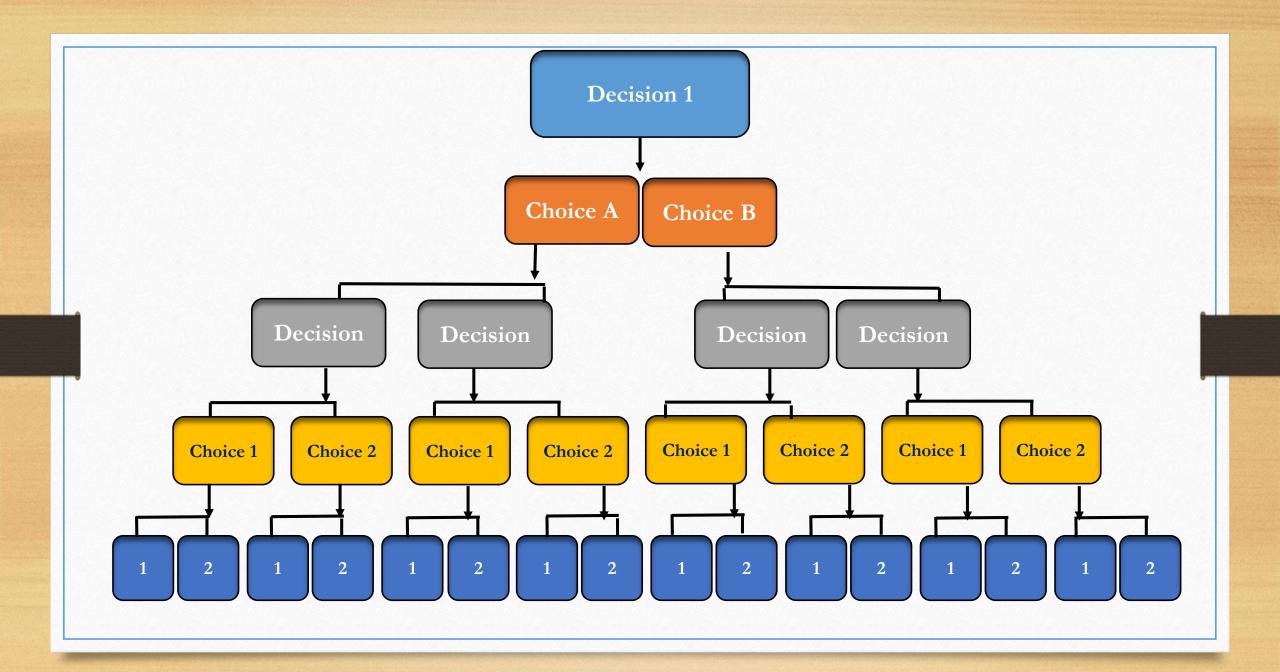
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# Why use Scenario-based Learning



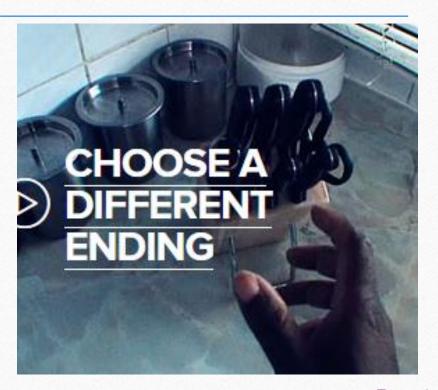
- Learning that puts the learner in different situations/challenges.
- Breaths life into dull content
- Real-life situations
- Motivates and engages learner
- Builds critical-thinking skills
- Perform instead of inform
- Example of Scenario-based Learning (Matthew Guyan E-Learning Heroes)





## Examples





Branch track

### Whys to Create Scenarios

PowerPoint

• Quandry - <a href="http://www.halfbakedsoftware.com/quandary.php">http://www.halfbakedsoftware.com/quandary.php</a>

Authoring tools

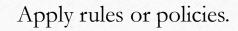
## When to Use Scenario-based Learning

What do I do first if I am sexually harassed?

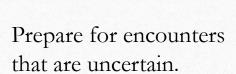


Decide best course of action.

How do I ensure privacy according to the hospital's policy?



How is a gas leak going to impact this job?



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## Types of Training

- Compliance
- Sales training
- Code of conduct training
- Procedure training







## Steps to Building a Scenario-based Learning Course

1 Identify your target audience and their needs.

2 Identify learning needs and outcomes.

3 Formulate a situation for the scenario.

4 Choose the appropriate scenario structure.

5 Design your scenario.



Gutierrez, K. (2015). A 5 step-plan to create your own scenario-based elearning course, Sh!ft Leaning

## Five Rule for Creating Scenarios

Identify your training goals

Create realistic characters

Make your story come to life

Be emotional

Leave them wanting more

Identify your training goals

Most important step for creating scenarios.

#### Questions to ask:

- What skills do the learner need to build?
- Are there any performance gaps?
- What challenges do the learners face that prevent them reaching their professional goals?
- Are you going to text existing knowledge? Or help the learner explore and discover the knowledge themselves?

Create realistic characters

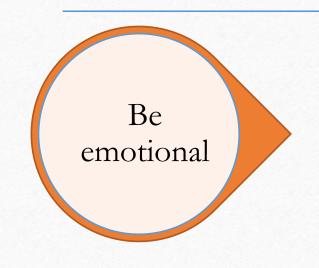
"Scenarios create lasting impact and inspire positive change ONLY IF they are REALIST." ~ Karla Gutierrez

- Conduct a thorough audience analysis
- Basing your character real life job
- Detail each character first, then script
- Personality the learner can relate to no superhero, etc.
- Character interact with the audience

Make your story come to life

Have a scenario that narrates a story and that is visual.

- Choose a topic story tell non-routine tasks
- Identify the "trigger" or "challenge"
- Lots of details
- Use very graphical elements for visually appeal



"Information that evokes emotions in us is more powerful and is retained for longer periods than cold, hard facts." ~ Karla Gutierrez

- Use media, images, sounds and videos
- Videos (short) with real actors
- Scenarios about realities
- Have the "do" something
- New clips and case studies

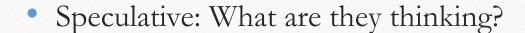
Leave them wanting more

A good scenario is like a good story that leaves them wanting more.

- Plot starts in the beginning
- Middle instructional material
- End ties up

### How do we know if it worked?

- Skill based: Can they do the job? Reduction/increase/task
- Problem/Issue based: Do they know what to do?
- Game based: How did the game end?





#### Your Turn

Get into a group

Come up with target audience

Come up with learning goals

Formulate a situation

Determine type of scenario: skill, problem/issue, game, speculative

Design your scenario

Tell how you will assess

## Questions



Kendra Barker Instructional Designer Specialist barker@umkc.edu

## Morning Humor

Working with authoring tools.

Working with SMEs.





## Great Blog

Karla Gutierrez

http://info.shiftelearning.com/blog