

## Instructional Modes for elearning Development

- **Overview:** The **overview mode** presents the objective and describes how achieving this objective will be useful to the learner on-the-job.
- **Explain:** The **explain mode** presents new content to the learner and communicates concepts, philosophies, processes and procedures.
- **Show:** The **show mode** follows up the information presented in the explain mode through demonstration, realistic examples, and self-exploration.
- **Practice:** The **practice mode** gives learners an opportunity to practice and apply what they've learned without being penalized. The practice mode provides specific feedback based on individual performance for each given exercise.
- **Knowledge Check:** The **knowledge check** gives the learner an opportunity to measure achievement of the performance objective. If used as part of prescriptive learning, it will allow the learner to skip content for topics where the learner meets the objective prior to completing the instruction.
- **Summary:** The **summary mode** debriefs learners on the section of instruction and provides a summary that may include custom feedback based on learner performance. This summary may guide the learner through additional learning required.

## Key Design Features:

- Performance-based instructional objectives clearly stated at the introduction of each topic.
- Reflective questioning used to stimulate thinking and remind learners of prior knowledge they may have about the subject.
- Problems and learning activities created to simulate authentic business situations and work environments.
- Custom learning environments that resemble authentic situations as much as possible through the use of graphics, multimedia, simulations, forms, charts, graphs and software tools, which serve as learning aids throughout the training program.
- Interesting and relevant situations and examples presented to learners that may be presented as stories that involve characters.
- Modeling is used to demonstrate the completion of a task or process, detailing the reasoning and decision-making involved throughout the demonstration.
- Coaching intervention is provided at critical points during the instruction, providing specific feedback based on learner performance.
- Specific feedback to learner is intended to provide encouragement, suggestions, directions or feedback based on performance and desired learning outcome.
- Instruction begins with the presentation of lower-level learning objectives that are followed up with simple practice exercises and progress to the presentation of higher-level learning objectives that are followed up with complex practice exercise.