

DESIGN FOR HOW PEOPLE LEARN

SECOND EDITION

JULIE DIRKSEN



Design For How People Learn Julie Dirksen

Marina Arshavskiy



Design For How People Learn Julie Dirksen:

Design for how People Learn Julie Dirksen, 2012 Products technologies and workplaces change so quickly today that everyone is continually learning Many of us are also teaching even when it s not in our job descriptions Whether it s giving a presentation writing documentation or creating a website or blog we need and want to share our knowledge with other people But if you ve ever fallen asleep over a boring textbook or fast forwarded through a tedious e learning exercise you know that creating a great learning experience is harder than it seems In **Design For How People Learn** you ll discover how to use the key principles behind learning memory and attention to create materials that enable your audience to both gain and retain the knowledge and skills you re sharing Using accessible visual metaphors and concrete methods and examples **Design For How People Learn** will teach you how to leverage the fundamental concepts of instructional design both to improve your own learning and to engage your audience

Design for How People Learn Julie Dirksen, 2015-11-28 Products technologies and workplaces change so quickly today that everyone is continually learning Many of us are also teaching even when it s not in our job descriptions Whether it s giving a presentation writing documentation or creating a website or blog we need and want to share our knowledge with other people But if you ve ever fallen asleep over a boring textbook or fast forwarded through a tedious e learning exercise you know that creating a great learning experience is harder than it seems In **Design For How People Learn Second Edition** you ll discover how to use the key principles behind learning memory and attention to create materials that enable your audience to both gain and retain the knowledge and skills you re sharing Updated to cover new insights and research into how we learn and remember this new edition includes new techniques for using social media for learning as well as two brand new chapters on designing for habit and best practices for evaluating learning such as how and when to use tests Using accessible visual metaphors and concrete methods and examples **Design For How People Learn Second Edition** will teach you how to leverage the fundamental concepts of instructional design both to improve your own learning and to engage your audience

[Summary of Julie Dirksen's Design for How People Learn](#) Everest Media, 2022-05-22T22:59:00Z Please note This is a companion version not the original book

Sample Book Insights

- 1 Learning experiences are like journeys The journey starts where the learner is now and ends when the learner is successful however that is defined The end of the journey isn t just about knowing more but also doing more
- 2 There are gaps between your learner s current situation and where they need to be in order to be successful These gaps are between what they know and what they need to know You can help them bridge these gaps by designing better learning experiences
- 3 The gap between what your learners have and what they need is information You want your learners to have the right supplies for their journey but you also want them to know what to do with that information
- 4 The only way to prepare for a major hike is to hike regularly and even a less ambitious goal would require practice and conditioning Learners in all disciplines are frequently in this situation They receive the knowledge in a book or class but don t get the opportunity

to practice and develop skills Interface Design for Learning Dorian Peters,2014 In offices colleges and living rooms across the globe learners of all ages are logging into virtual laboratories online classrooms and 3D worlds Kids from kindergarten to high school are honing math and literacy skills on their phones and iPads If that weren t enough people worldwide are aggregating internet services from social networks to media content to learn from each other in Personal Learning Environments Strange as it sounds the future of education is now as much in the hands of digital designers and programmers as it is in the hands of teachers And yet as interface designers how much do we really know about how people learn How does interface design actually impact learning And how do we design environments that support both the cognitive and emotional sides of learning experiences The answers have been hidden away in the research on education psychology and human computer interaction until now Packed with over 100 evidence based strategies in this book you ll learn how to Design educational games apps and multimedia interfaces in ways that enhance learning Support creativity problem solving and collaboration through interface design Design effective visual layouts navigation and multimedia for online and mobile learning Improve educational outcomes through interface design Design for how People Learn Julie Dirksen,2016 **Training & Development For Dummies** Elaine Biech,2022-07-08 Retain outstanding talent with a successful training and development program One of the best ways to retain great talent in your business is to deliver a strong training and development program and this book gives you the tools to do just that Featuring the latest strides in talent development such as social learning hybrid training creating videos and more it arms you with everything you need to upskill employees to be more effective productive satisfied and loyal Develop a robust training and development program Foster a supportive and innovative work environment Use mentoring coaching and informal learning effectively Align learning to your organization s needs Engage your employees with a motivating training program using the helpful guidance in Training Development For Dummies E-Learning Design on a Shoestring Marina Arshavskiy,2024-10-08 Design Effective E Learning Courses Despite Limited Resources Have you suddenly been asked to put together an e learning course but you have limited experience time or resources to do so This happens often and you re not alone E Learning Design on a Shoestring offers talent development professionals a process for designing and developing e learning courses without breaking the bank E learning expert Marina Arshavskiy applies the Build Borrow Buy approach to provide guidance quick tips and shortcuts for creating meaningful asynchronous learning experiences With this book you will learn to tap into learner motivation and engagement create e learning scripts storyboards and prototypes and build inexpensive yet effective interactivity in your courses It also guides you on saving time and money by auditing existing e learning content and creating reusable content You ll discover how to manage e learning projects efficiently select technology that meets your course needs and secure buy in for current and future e learning efforts The Association for Talent Development s On a Shoestring series helps professionals successfully execute core topics in training and talent development when facing limitations of time money

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[The Career Development Handbook](#) Tristram Hooley, Gill Frigerio, Rosie Alexander, 2024-01-01 This book is the one stop shop for all aspects of understanding and learning about career and career development work expertly blending the theoretical and the practical Martin Edmondson CEO Association of Graduate Careers Advisory Services AGCAS Unlock the secrets to becoming a successful career development practitioner with this go to introductory handbook Many guides to career development practice focus narrowly on specific aspects of career education and guidance leaving new learners without a comprehensive overview This brand new handbook sets out to change that by combining practical insights policy contexts and cutting edge theory all within a single all encompassing volume Written by a highly qualified team of experts with considerable experience in the field of careers development and excellent academic reputations this definitive guide offers Holistic approach explore practice settings policy contexts and career development theory all in one comprehensive volume Real world insights case studies resource links and self reflection prompts keep readers informed and interested Engaging content dive into career development activities designed to help individuals manage their personal and professional growth Professional standards closely mapped against industry training benchmarks for career professionals Whether you are a student embarking on your career development training or an experienced career development professional seeking fresh perspectives this is an indispensable introduction to the world of professional career development

What's Your Formula? Brian Washburn, 2021-06-29 Your Periodic Table of Learning Elements Engaging effective training programs are a mixture of science and art requiring the right balance of adult learning theory available technology intuitive tools proven practices creativity and risk How does a trainer find the right combination and proportion of these elements How does a trainer know what's possible To answer these questions Brian Washburn offers a simple yet elegant periodic table of learning elements modeled on the original periodic table of chemical properties Washburn's elements which are organized into solids liquids gases radioactive and interactive categories similar to their chemical cousins are metaphors for the tools and strategies of the field of learning design when they're combined and under certain conditions they have the potential to create amazing learning experiences for participants They are that impactful From critical gas like elements like the air we breathe present in every training room think instructional design or visual design to radioactive elements powerful and dangerous yet commonly used think PowerPoint Washburn guides you through the pitfalls and choices you confront in creating engaging learning experiences A well designed training program can be world changing he argues and if you believe in your craft as a learning professional you can do this too Whether you're an experienced learning designer or new to the field this book inspires with new ideas and ways to organize the design of your learning programs

With stories from Washburn's professional experience the book includes a hands on glossary of definitions and descriptions for more than 50 of his elements *The Talent Management Handbook, Third Edition: Making Culture a Competitive Advantage by Acquiring, Identifying, Developing, and Promoting the Best People* Lance A. Berger, Dorothy Berger, 2017-12-29

The definitive guide to finding developing and keeping the best talent expanded with brand new and updated material The Talent Management Handbook is the established go to guide for HR professionals managers and leaders looking for the best ways to use talent management programs to develop a culture of excellence This third edition features new and updated chapters based on fresh approaches and material for identifying recruiting positioning and developing highly qualified motivated people to meet current and future business requirements Filled with expert advice the book offers a roadmap for developing a comprehensive approach to talent management that will guide professionals in the coming years [Design for How People Learn, Second Edition](#) Julie Dirksen, 2015

Products technologies and workplaces change so quickly today that everyone is continually learning Many of us are also teaching even when it's not in our job descriptions Whether it's giving a presentation writing documentation or creating a website or blog we need and want to share our knowledge with other people But if you've ever fallen asleep over a boring textbook or fast forwarded through a tedious e learning exercise you know that creating a great learning experience is harder than it seems In *Design For How People Learn Second Edition* you'll discover how to use the key principles behind learning memory and attention to create materials that enable your audience to both gain and retain the knowledge and skills you're sharing Updated to cover new insights and research into how we learn and remember this new edition includes new techniques for using social media for learning as well as two brand new chapters on designing for habit and best practices for evaluating learning such as how and when to use tests Using accessible visual metaphors and concrete methods and examples *Design For How People Learn Second Edition* will teach you how to leverage the fundamental concepts of instructional design both to improve your own learning and to engage your audience

□□□□□□□□□□□□□□□□ □□□, 2025-01-24 1 2 321 100 4I *Design for Learning* Jenae Cohn, Michael Greer, 2023-07-25

Online learning can be so dull or not Enter Jenae Cohn and Michael Greer experienced authors and teachers who decided it was time to take on the challenge of making online learning more interesting and compelling for students So they met in a Zoom call contacted Rosenfeld Media and wrote this book *Design for Learning User Experience in Online Teaching and Learning* many Zoom calls later The book is structured to teach online learning in such a way that anyone can follow its practices and create a dynamic educational presentation Chapters cover everything from learning about your learners and setting learning goals to building connections with learners and giving them feedback In addition the authors dive into the nitty gritty details of creating online courses including takeaways at the end of each chapter and easy to follow examples throughout I particularly appreciate how thoughtful Jenae and Michael are about considering the experience from the learner's point of view and the emphasis they put on learner agency Julie Dirksen Author *Design for How People Learn Together*

Jenae Cohn and Michael Greer have years of experience designing and producing online courses for students. They wanted the tone of their book to be friendly, supportive, engaging, empathetic, and thoughtful. With that in mind, they chose examples that reflected what an ordinary user might encounter on a day-to-day basis, highlighting everything from complex skills to accessibility to the most minute details, such as writing compelling content and instructional text, designing interesting text and visuals, planning and producing videos, recording sound and voice overs, creating and facilitating live website presentations, designing surveys for class feedback, rating whether your presentation was successful, etc.

Who Is This Book For? Teachers, learning development professionals, and anyone tasked with designing an online course or a one-off workshop. Content creators, instructional designers, user experience designers, and others who care about the experience of online learning. Whether you're a novice or experienced online instructional designer, this book will show you how to apply industry best practices and provide you with examples, powerful templates, and activities to craft compelling instructional content, whether text, audio, or video. Best of all, your course will never be called dull again.

Talk to the Elephant Julie Dirksen, 2023-09-03. Training is created with the goal of changing learners' behaviors, but anyone who has created learning experiences knows that there's a big gap between knowing and doing. You can create an engaging learning experience that informs and helps people remember, but often those people go back to their regular world and continue to do things the same way they always have. The author shows you how to add critical tools to your learning design toolbox to affect behavior change. You'll find out how to use frameworks and strategies from behavioral science to help you research and analyze challenges, feel more confident that you're solving the right problem, and design and test solutions that can help people with difficult behavior changes.

Manage Memory for Deeper Learning Patti Shank, 2018-06-02. Does your content interfere with learning? This book shows you how to work within the attributes and limitations of memory so people can learn, remember, and apply. All tactics are concise, research-driven, and easy to apply. You'll learn when we should repeat content and when we should not. What to do to help people remember. How to move from shallow learning to deep learning. Patti supplies examples, checklists, and job aids to help you learn, remember, and apply. If you build instruction for an adult audience, this book will improve your instruction and outcomes. *Manage Memory for Deeper Learning* describes and shows four research-based strategies and 21 specific tactics for managing memory in adult instruction. The strategies and tactics come from research in cognition, learning, information design, usability, user experience, and comprehension. For each strategy, Patti supplies specific, actionable tactics that you can implement right this minute, with examples, checklists, and job aids. Patti Shank, PhD, wrote this series of books to help anyone who builds adult instructional materials: content experts, instructors, instructional designers, trainers, and so on, apply research to improve instructional outcomes. Praise for *Manage Memory for Deeper Learning*: In *Manage Memory for Deeper Learning*, Patti uses research to cut through all the fads and trends so we can focus our efforts on strategies and tactics proven to make a difference. She breaks down the research and puts it into

practical terms that the rest of us can learn remember and apply After reading just the first few chapters I found myself quoting Patti in meetings as we discussed the best way to tackle a training challenge Diane Elkins Co founder of Artisan E Learning and E Learning Uncovered Patti s superpower is distilling the academic research into clear straightforward tactics any practitioner can use immediately to make their learning experiences better She does it again in Manage Memory for Deeper Learning Highly recommended Julie Dirksen Author of Design for How People Learn I want to wallpaper our instructional designer s cubes with the tables and examples from this book I have few other books besides Patti s that give me well developed research and practice exercises to help my understanding Easy to read and easy to use the entire series is a must for instructional designers Heidi Matthews VP of Programs ATD Kansas City Most books about instruction are either too basic providing only a high level overview or are too complex failing to provide practical solutions Shank rises to this challenge with great skill offering an in depth analysis but in simple language An excellent addition to her Deeper Learning Series and an excellent resource for anyone who needs people to learn specific skills and actually use them I am a great fan of Patti Shank s writing Christopher Pappas Founder eLearningIndustry.com What I find particularly strong in this book is the clear concise language the easy to understand examples and the way Patti helps you to connect the tactics If you design learning experiences you simply must understand how your design can make or break what people can remember and why remembering is critical for learning and work Mirjam Neelen Learning Advisory Manager Learning Experience Design Lead

Practice and Feedback for Deeper Learning Patti O. Shank, Ph.d.,2017-10 Practice and Feedback for Deeper Learning studies five strategies and 26 specific tactics to promote deeper learning and application from practice and feedback in adult instruction If you build instructional materials for an applied adult audience you NEED this book Practice and feedback are two of the most essential elements of instruction and getting them right is the difference between instruction that doesn t connect and deep learning and application Practice is where people go from what to how Feedback offers information needed for next steps How we implement these two critical elements make all the difference and this book shows how The strategies and tactics come from training and adult learning research and were selected because of their impact on training and learning outcomes The five strategies are Strategy 1 Analyze the Job Context Strategy 2 Practice for Self direction Strategy 3 Practice for Transfer Strategy 4 Practice for Remembering Strategy 5 Give Effective Feedback These are the strategies and tactics needed to make instruction more relevant and responsive to today s changing workplace and needs The book is filled with examples checklists and job aids to help you apply the tactics in your own situation Praise for Practice and Feedback for Deeper Learning Practice and Feedback for Deeper Learning is a research to practice powerhouse Filled with golden nuggets of practical insight Patti Shank s book shares fundamental strategies in a uniquely crisp and coherent manner A book worthy of being in the personal library of every instructional designer Will Thalheimer PhD President Work Learning Research Inc Patti Shank s latest addition to her Make It Learnable series Practice and Feedback for Deeper Learning is

excellent Every page has something valuable and you can read it with confidence knowing that Patti has diligently combed through the research evidence to extract the most useful guidelines This whole series is an invaluable contribution to the field of learning and development Julie Dirksen Author Design for How People Learn and Learning Strategist Usable Learning Patti Shank s second book in her Make it Learnable series of books once again hits the mark In simple straightforward terms she has boiled down and laid out the research that you need to read as practical approaches in this case for practice and feedback It s a must own reference that every designer should have if you re to create learning experiences that lead to real outcomes Clark Quinn PhD Author and learning technology consultant through Quinnovation It s a pleasure and a professional responsibility to recommend this book This and Patti s previous book Write and Organize for Deeper Learning should be standard texts for all new learning professionals Patti s focus on using empirical research for how to design and deliver training is exceptional Jo Cook Live online learning and virtual classroom expert LightbulbMoment info Patti s book is absolutely brilliant It covers most if not all fundamentals for effective learning design It also reminded me that our profession is tough There are many nuances and subtleties that are extremely important Patti explains these complicated topics in an understandable and applicable way Mirjam Neelen MSc Learning Experience Design Lead Accenture [How People Learn](#) Nick Shackleton-Jones,2019-05-03 What if we have been wrong about learning Learning may have more in common with marketing than we thought Looking at marketing and learning s common root How People Learn shows L D professionals a new way of thinking about learning by exploring what happens when we learn It considers applications from AI marketing and ethics and is informed by psychology and contemporary neuroscience in order to show L D professionals how to design training with their employees in mind so that training makes a real difference to skills capabilities performance and development rather than being a waste of time money and resources Using the author s 5Di model How People Learn demonstrates how to define design and deploy training in a user centred way so it works both for and with employees It also includes guidance on what training resources to create when employees are actively searching for learning content Using this book L D practitioners will be able to use pull and push techniques to provide content that people use and experiences that transform their behaviour From how to use simulations storytelling and anticipation to the importance of observation and status this book gives L D professionals everything they need to build effective training programmes and learning experiences With a foreword by Dr Roger Schank the Chairman and CEO of Socratic Arts and Executive Director of Engines for Education and case studies from companies such as BP and the BBC this is an urgent read for learning professionals [Chicago Tribune Index](#) ,1995 [Forthcoming Books](#) Rose Arny,2000 [Course Design Strategy](#) Ethan Honary,2021-07-01 This book is packed with strategies and insights that will help you design better training courses It focuses on how people learn as the key factor in making design decisions The book shows you how to design a good course for any field no matter what medium you use to deliver it Learn how the brain works how people forget how to gain and

maintain attention and how to make a subject interesting Then use the easy to follow guidelines to design strategically by increasing curiosity making content emotional making learners practise what they have learned and using failure as a teaching tool The art of designing a course and making people learn is mastered through practical experience of running courses the science is gained by evidence based research on how people learn The book combines the two offering many examples and studies in cognitive psychology neuroscience instructional design and training the trainer You will find lots of examples and studies in the book that provide insights that may not be obvious but that lead to important design decisions They will change forever how you think about training design and delivery and help you design courses that your learners will love In Course Design Strategy you will learn How to make content memorable What learners expect from a course How people learn and forget and why this should be the cornerstone of any course design How to use eureka moments and eureka concepts as the building blocks of course design How to make content easy to learn Why the presence of a feedback loop is crucial to learning How to use exercises and tests to enhance learning

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