

Making microlearning that works

Maire Smith

Learn to transform

The challenge



Our process

Defining objectives

Analysing learning goals to derive meaningful learning objectives

- Highly granular LOs
- Each LO to be testable within microlearning interactions

Solution design

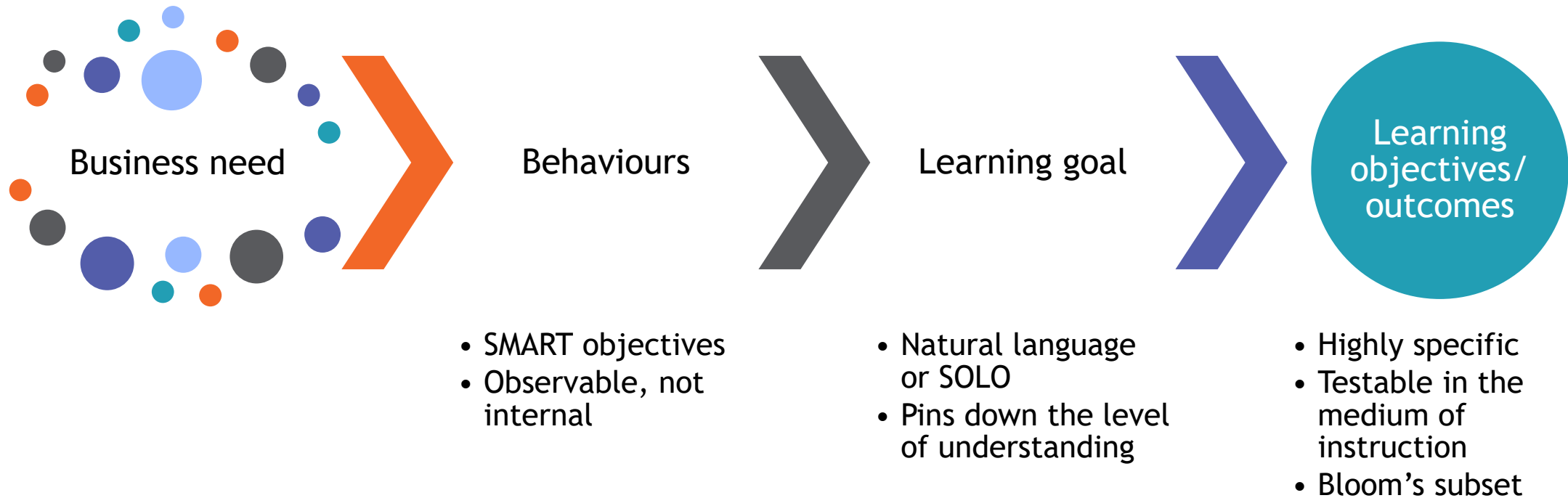
Matching learning objectives to microlearning interaction options

Building storyboards in PowerPoint and XD

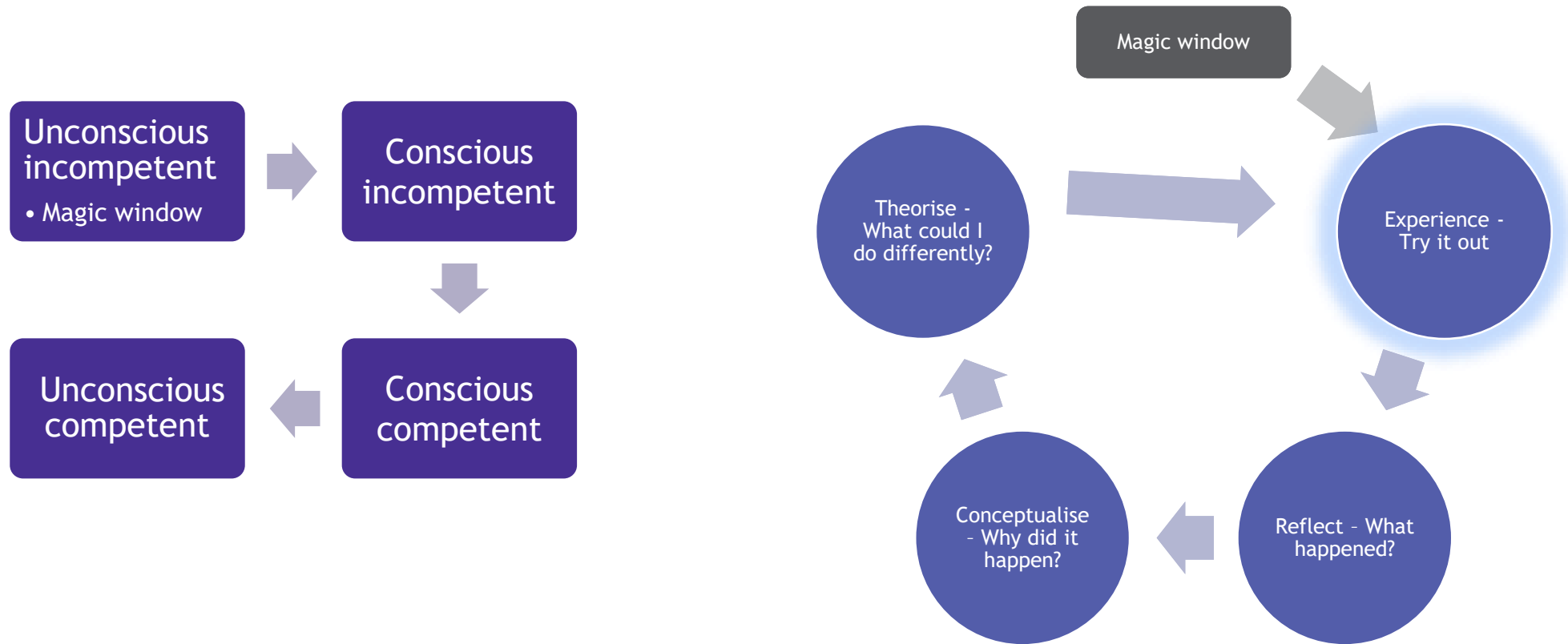
Reviewing storyboards for user acceptance of approach

Refining with developers

Goals



Why testable learning objectives matter in microlearning



Testable verbs

Evaluation

- Judge
- Relate
- Weight
- Criticise
- Support
- Evaluate
- Consider
- Critique
- **Recommend**
- Summarise
- Appraise
- Compare

Synthesis

- Compose
- Originate
- Hypothesise
- Develop
- Design
- Combine
- Construct
- Produce
- Plan
- Create
- Invent
- Organise

Analysis

- Compare
- Analyse
- Classify
- Point out
- Distinguish
- **Categorise**
- Differentiate
- **Subdivide**
- Infer
- Survey
- **Select**
- **Prioritise**

Application

- **Organise**
- Sketch
- Generalise
- Dramatise
- Prepare
- Produce
- **Choose**
- Sketch
- Apply
- **Solve**
- Draw
- Show
- Paint

Comprehension

- **Match**
- Restate
- Paraphrase
- Rewrite
- Give examples
- Express
- Illustrate
- Explain
- Defend
- **Distinguish**
- Summarise
- Interrelate
- Interpret
- Extend

Knowledge

- **Select**
- List
- Name
- Define
- Describe
- Memorise
- **Label**
- **Identify**
- **Locate**
- Recite
- State
- **Recognise**

Microlearning interaction types

A developing list (21 so far)

Type	Activity	Purpose	Requirements
Game	Puzzle	Links between items	
Game	Zombie attack	Recognition Links between items Practice	Connectivity
Game	Space invaders	Recognition Links between items Practice	Connectivity
Game	Spot the differences	Recognise problems	Connectivity Good size screen or small image
Performance support	How-to video	Just in time learning	Learners OK with audio
Performance support	How-to webpage	Just in time learning	
Push notifications	Geofencing	Just in time learning	Connectivity Stored data Unique ID

Type	Activity	Purpose	Requirements
Quiz	Interactive quiz video	Increase video engagement	Learners OK with audio
Quiz	Picture quiz	Definitions Increased engagement	
Quiz	Social quiz	Definitions Concepts Theory Increased engagement	Stored data Social group Unique ID
Quiz	Swipe quiz	True or false Speed game	
Simulation	Branching scenario	How it looks in practice Decision-making Storytelling (create emotional link to content)	Time Development time and planning
Simulation	Equipment list	How it looks in practice Decision-making Storytelling (create emotional link to content)	

Microlearning navigation systems

Type		Purpose	Requirements
Reference	Sorted by topic	<ul style="list-style-type: none">• Pull learning	<ul style="list-style-type: none">• Learner needs to know what they want to study
Course	Sorted as modules, with a planned order	<ul style="list-style-type: none">• Push learning	<ul style="list-style-type: none">• Learners all need same curriculum order• Saved data
Social	Uploads, likes, comments, and shares	<ul style="list-style-type: none">• Learner engagement	<ul style="list-style-type: none">• Expert system design• Saved data• Moderation
Game	Quests within an overall framework	<ul style="list-style-type: none">• Push learning• Engagement	