

Savvy Start Report

Project Title

Conducting Effective Interviews.

Project Summary

This project involves developing a comprehensive e-learning course, Conducting Effective Interviews, for Jubilant HollisterStier, a pharmaceutical manufacturer. The training is designed for managers who are new to interviewing or seeking to refine their skills. Delivered as an asynchronous, self-paced course, it will last approximately 15-20 minutes. The course will feature interactive, scenario-based learning and focus on best practices for effective and legally compliant interviewing.

Incorporating Peer Feedback

Feedback from my peers provided valuable insights into improving the course's design and usability. I adjusted the help screen text from justified to left-aligned for better readability. Additionally, I plan to incorporate a branching scenario to offer learners more in-depth practice opportunities alongside the short scenarios included in the prototype. To enhance accessibility, I replaced gray text on light backgrounds with black text on white or light gray backgrounds, ensuring a higher contrast ratio for ease of use with screen readers. I also revised the multiple-choice knowledge checks to use a graded format with one attempt and tailored explanatory feedback, making the learning process clearer and more impactful.

Lessons Learned from Savvy Start Activities

The Savvy Start activities reinforced the importance of peer collaboration in the design process. I gained practical strategies for improving course accessibility, such as increasing text contrast and rethinking text alignment. Feedback emphasized the value of engaging scenarios, inspiring me to explore advanced topics, such as bias in interviews, to help mitigate compliance risks.

Providing feedback to peers was equally valuable. I enjoyed seeing the variety of e-learning projects and formats my peers utilized, which sparked new ideas for my own design. While reviewing their prototypes, I noticed several layout improvements that could enhance accessibility and the overall visual appeal of their courses. Additionally, it was a helpful reminder to ensure courses effectively use subject matter experts to provide accurate content and realistic scenarios. Overall, these activities showed how collaboration and iterative feedback improve both the learner experience and the content's effectiveness.