Instructional Design and Development (IDD) Blueprint

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Title: The STAR Method Review
Topic: Interview Question Training: Advocation and Confidence Building for Interview Success

Section 1: Instructional Problem

Three in four employers have a hard time finding graduates with the soft skills their companies need (Wilkie, 2019). The interview process is a way to display experience of these skills. However, due to lack of knowledge, confidence and lack of practice, students fail at communicating their experiences and advocating for themselves. And in COVID-19 times, mock interviews and face to face practice have been limited. To add, many students have more anxiety to speak to an interviewer let alone have confidence to advocate their brand and experience.

Section 2: Target Audience and Learning Theory

The target audience is 9th - 12th grade high school students who plan to interview for college, job, or career opportunities. The interview question training program will also be used to reach students who need help with building confidence when speaking to others face to face or online. The social cognitive theory, proposed by Albert Bandura, emphasizes the importance of observing, modelling, and imitating the behaviors, attitudes, and emotional reactions of others (McLeod, 2016). In this training, students will observe a student using the STAR Method organization in a TED Talk interactive activity and will practice correct use of the STAR Method in a scenario simulation. This STAR Method is a format used to answer behavioral questions about handling real-life work situations. According to Bandura, knowledge structures are formed from styles of thinking and behavior that are modeled, from the outcomes of exploratory activities, verbal instruction, and innovative cognitive synthesis of acquired knowledge (1999).

Section 3: Learning Outcome that Addresses the Knowledge Gap

Students will be able to define and identify the STAR Method components to answering behavioral interview questions with confidence, increased clarity, and organization.

Section 4: Media Asset that Addresses the Learning Outcome

The quiz review media asset will demonstrate learning as a formative assessment and review of the STAR Method using Adobe Captivate. The review will include a one-minute STAR Method video, STAR Method flip cards for remediation and a three-part quiz with multiple choice, drag and drop, scenario, and sequencing questions. Remediation of the STAR Method will be created during the review and after receiving results.

Section 5: Delivery Method of the Media Asset

The quiz review media asset will be embedded in a Canvas LMS for students. Students will be able to participate in the interactive activity directly within the employability skills module. The quiz review media asset will be used for formative assessment and review.

Section 6: Assessment of the Learning

Assessment of learning for students will occur throughout the quiz review media asset. Learning interaction will occur at each learning checkpoint. Students will have a chance to retry answer questions with remediation and retake the quiz review assessment after receiving score results. The assessment will include multiple choice, drag and drop, scenario, and sequencing questions.

References

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