Instructional Design Job Interview Questionnaire

Name: _____ Date: _____

Email Address: _____

Please answer the following questions as best you can. Skip those for which you have no answer.

A1. Prior Education / Related Jobs, Experience – what was your degree in? What related areas have you worked or jobs have you done?

A2. Courses – What instructional design-related courses have you taken and are you taking?

A3. Organizations/Conferences – List the organizations to which you belong or would like to join, and conferences that you have attended or that interest you:

A4. Journals/Books – What journals do you read? What are some recent instructional design related books you have read?

A5. Websites/Blogs/Twitter – What ID or ed tech related web sites / blogs / people do you read or follow?

A6. Social Networking – Do you have a blog or twitter account?
Blog:
Twitter:

Visualizing the Instructional Design Process (complete this before proceeding)

- Please think about what you consider as the important factors and processes involved in doing professional instructional design.
- Draw a concept map (diagram) in the space below of how you would visually represent instructional design. Be as creative as you like.
- Below your diagram, please write a description explaining and justifying your diagram.

Questionnaire

Please give short answers to the following questions as best you can:

C1. What skills are important for effective teamwork?

C2. What are you passionate about in instructional design? (What aspects do you like the most)

C3. What aspects do you dislike, and how do you handle ensuring that those are completed with the same level of completion as those aspects you do like?

C4. Have you ever been in a situation where a manager or client advocated an approach or standard you believed would be detrimental to the project? If so, how did you handle it?

C5. What are the most common instructional design flaws you have seen in courses or products that you have seen or reviewed?

C6. On average, how long do you think it takes to develop one instructional hour of e-learning?

C7. On average, which do you believe is more effective, online or face to face courses?

C8. On average, which is more effective, animations or diagrams, or...?

C9. What should come first, a simulation, or an explanation of the concepts in the simulation?

C10. Does it ultimately matter what media and technologies you choose for learning?

Lists

Listing some things related to instructional design that you feel are important.

List some of the learning theories you feel are most useful for instructional design:

List the instructional design models you find most useful:

List some of the specific instructional design strategies you find most useful:

List the software tools with which you are most familiar that can be used in support of instruction design and development:

What are some different strategies for collecting data for evaluation?

Mini–Scenarios:

The manager of the sales department walks into your office and says she needs training on customer service. What do you do?

If you design a course for a sales class, and the instructor comes to you saying the attendees just are not understanding the material, what would you say or do?

How would you deal with a difficult subject matter expert (SME)? How do you get information from a difficult SME?

Technological Skills

Please circle your level of experience with each of the tools or types of tools listed below.
The levels range from None (no experience) to A Lot (very experienced and proficient).
Multiple tools on one line refer to a type. If you have experience with only one, answer for that one.
If you have experience with free/open source alternatives to the tools listed, that is fine, too.

	None		Some		A Lot
Flash	1	2	3	4	5
Video Editing	1	2	3	4	5
HTML/CSS	1	2	3	4	5
Photoshop/Illustrator	1	2	3	4	5
Captivate/Camtasia	1	2	3	4	5
Blackboard/Moodle/LMS	1	2	3	4	5
Making Presentations/Speaking	1	2	3	4	5
Programming/Software Development	1	2	3	4	5
SPSS/R/SAS/Statistical Analysis	1	2	3	4	5
Usability Testing/Tobii/Morae	1	2	3	4	5

Terminology

Explain each of the following terms with which you are familiar in one line: (skip ones you do not know)

ADDIE

Problem-based Learning

Design Document

Blended Learning

Formative Assessment

Test Design & Analysis

Universal Design

IMS, SCORM, Common Cartridge

Rapid Prototyping

Backward Design

Instructional Consulting

Performance Assessment

Kirkpatrick's Levels

Usability Testing

Bloom's Taxonomy

And Finally...
Where do you see yourself in five years? What are your professional goals?