

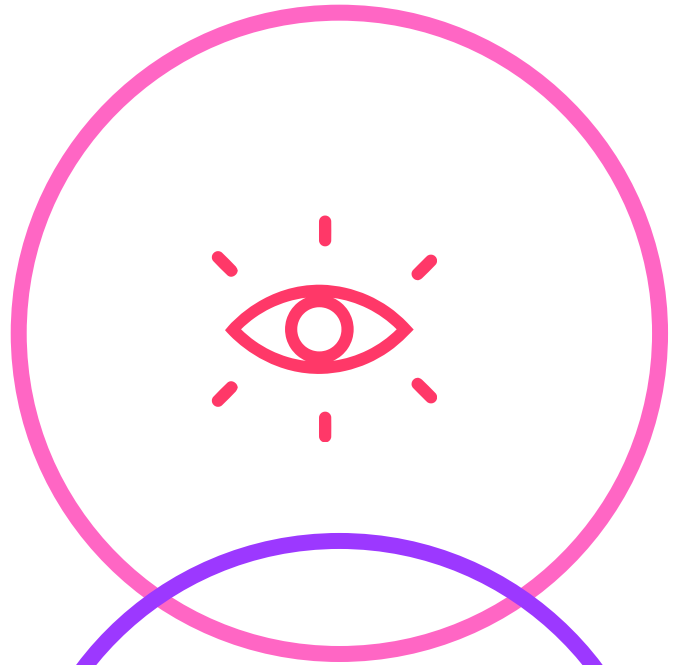
# ADDIE PROCESS

The ADDIE process is a cycle because, as an instructional designer, I continually strive to improve and iterate on the training program based on evaluation results. This ensures that the learning experiences I create are not only effective but also responsive to the evolving needs of the learners.

1

## ANALYSIS

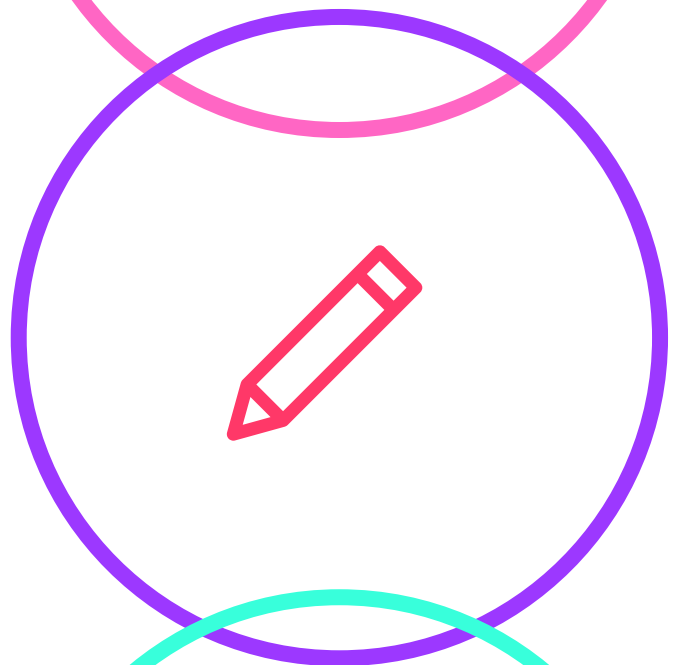
As an instructional designer, my first task is to gather information and understand the learning or training needs. I ask questions like: What do the learners need to know? Who are these learners? What are their goals and challenges? I examine available resources and data to get a clear picture of the problem I need to solve. It's like laying the foundation for my design work.



2

## DESIGN

Once I have a solid grasp of the learning needs, it's time to plan how the training or learning program will come together. I decide on the content, the format (such as videos, slides, or interactive activities), and how the lessons will flow. It's like sketching out the blueprint for the entire educational experience, ensuring it aligns with the learners' needs and objectives.



3

## DEVELOPMENT

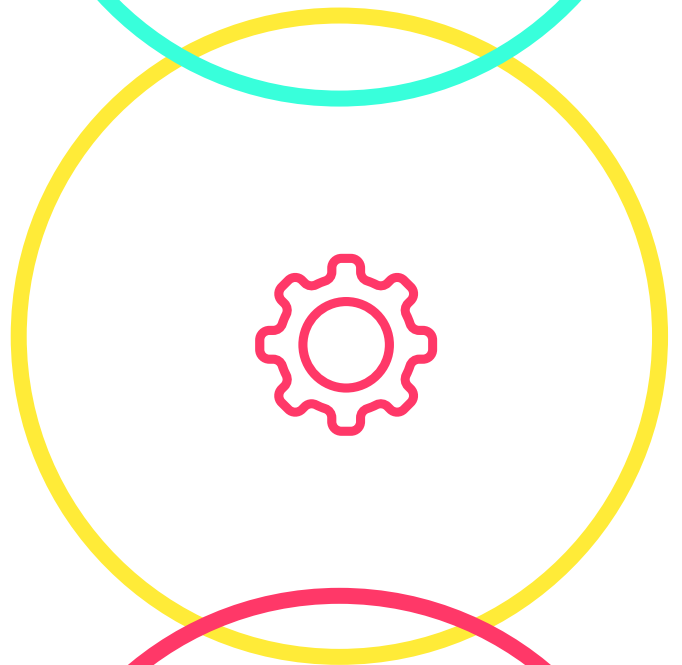
Now, I roll up my sleeves and start creating the actual learning materials based on the design I've crafted. I write content, create multimedia elements, design assessments, and possibly develop any necessary technology or tools. It's like bringing all the pieces of my plan to life.



4

## IMPLEMENTATION

With the learning materials in place, it's time to launch the training program to the learners. I facilitate classes, organize workshops, set up online courses, or coordinate whatever method we've chosen. It's like opening the doors to the learning experience and making it accessible to the target audience.



5

## EVALUATION

Once the training has been delivered, my work isn't done. I shift into the evaluation phase, where I gather feedback from learners and measure the effectiveness of the program. Did it meet its objectives? What worked well, and what could be improved? This critical step helps me refine and enhance the learning experience for the future. It's like reflecting on my work and making adjustments as needed.

