

29 Questions

1. *What onboarding strategies have you used? Successes? Limitations?*
2. *Tell me about an education program you have developed?*
3. *What technologies have you used to improve your organization's performance?*
4. *Can you tell me a way you have partnered with another organization or department to improve organizational performance?*
5. *Discuss an educational intervention you have used or designed.*
6. *How will you ensure that you work effectively with subject matter experts?*
7. *How do you acquire information from challenging experts?*
8. *How do you measure your course design?*
9. *What do you feel determines whether the course was successful or not?*
10. *How do you address different learning abilities?*
11. *What does your typical day look like?*
12. *Describe the ideal learning experience.*
13. *How would you evaluate demographics and trends within the organization?*
14. *What process would you use to make recommendations to improve our organization?*
15. *What is your design process?*
16. *How do you develop strong working relationships?*
17. *Tell me a way you have had to use effective communication.*
18. *Tell me a time when you have had to work with diverse learners or groups?*
19. *What are some of your favorite theories regarding instructional design?*
20. *Do you ever create more than one prototype? Why / why not?*
21. *How important are objectives in the design process?*
22. *How would you go about creating a job aide or manual as a team?*
23. *How have you monitored learning progress?*
24. *How have you provided feedback to learners?*
25. *Which is the most important adult learning principal you have used?*
26. *How would you go about starting to develop a training manual?*
27. *You have never worked in this area of the industry before, tell me what you would do in the first 90 days?*
28. *How have storyboards played a role in your work?*
29. *How does e-Learning training differ from classroom written training in your eyes.*