ELEARNINGNEWS ARTICLE

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12 questions for the interview with the educational designers

How to select the best educational designers?

How to conduct a solid interview with an educational designer? Mike Alcock, Managing Director of Gomo learning, suggests a list of questions that can help you get an idea of the candidate's experience, what he/she can bring to the company and what project management skills he/she has behind it.

1. How Will You Ensure That You Can Work Effectively With Subject Matter Experts?

How does the candidate manage the work relations (at the level of communication and behaviour)? And how does he/she manages him/herself?

2. How Do You Acquire Information From A Challenging Expert?

How to validate information from experts in the field of the course? What would happen if the chosen expert was no longer available for the project? How to proceed with another?

3. How Do You Measure Your Course Design Success?

Once a course is released and distributed, how is your success measured? Monitoring which data?

4. Have you ever worked in a different role?

Investigate the candidate's experience: his previous experience in software design, coding, writing, research and education could be very useful for your organization.

5. Have you ever been involved in the creation of the screenplay and direction?

Depending on the requirements in the open selection, this could be a determining factor in recruitment.

6. How Proficient Are You with the eLearning tools mentioned in the job description?
Find out if the candidate has worked with specific tools and software that your company uses or is interested in using.

7. Can you describe your personal design process?

Not all candidates will follow the same design process and you surely know which one works best in your business.

8. Does Your Design Address Different Learning Abilities?

Each student has a different way of learning. How does the candidate manage the different learning skills from the design stage? Does the candidate know anything about Bloom's learning taxonomy and the 3 learning domains (cognitive, affective and

psychomotor)?

9. Can you describe your typical day?

The answer can help you understand how the candidate lives day-to-day teamwork (at work or remotely) and how he manages interaction with superiors.

10. How do you acquire information about students?

The way they get this information can make a big difference on how they plan the course.

11. What are your favourite theories on educational design?

Determines how much the candidate is instructed on the subject and how much he keeps him/herself informed.

12. Have you ever created more than one prototype?

Why was the candidate tasked with creating more than one prototype for the same course and how did it go?

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