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Project Information

Project Title:	STAR Stories		
Project Description:	This elearning module will be focusing on basic job interview skills, specifically telling stories about past accomplishments.		
Gap Analysis:	**Desired Status:** Job seekers will share relevant professional accomplishment stories accurately and concisely in response to appropriate behavioral questions in interviews.	**Actual status:** Job seekers have trouble getting positions because they are unable to share the appropriate professional accomplishment stories accurately and concisely in response to behavioral questions in interviews.	**Need:** Training to teach job seekers how to describe past accomplishments to demonstrate how they will perform in a new position.

Roles and Responsibilities

Learning Designer:	Molly Schultz
Critical Project Stakeholders:	Mike Johnson & Earle Hart (Passport to Employment)
Subject Matter Experts (person or resource):	Mike Johnson & Earle Hart (Passport to Employment) Passport to Employment Guidebook
Other Contributors:	N/A

Learner Analysis

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Target Audience:	Adult job seekers who have been out of the job market for 6 months to a year.
Unique Characteristics of Learners:	Are unemployed or underemployed. (Most) Between the ages of 30-55. May or may not be computer proficient. Have various professional and personal backgrounds. Are any gender. Have several previous professional experiences. Looking for work/life balance. Looking for professional development and feedback. Need training after unsuccessful interviews.
Research / Theory / Model Selected in Response to Learners' Needs:	Merrill's Principles of Instruction **Problem Centered:** Job seekers have trouble getting positions because they are unable to share success stories accurately and concisely in response to behavioral questions in interviews. Job seekers must be able to describe past accomplishments to demonstrate how they will perform in a new position. **Demonstrate:** See examples of good and bad job interview answers. **Activate:** Watch/listen to/read examples then write each step of the story. **Apply:** Use STAR to build the learner's own story. **Integrate:** Select which type of story best answers the most common behavioral interview questions. **Engage:** Upon completion the learner is ready to answer interview questions with their own stories.

Project Content

Project Goal:	Job seekers will be more confident sharing success stories and describing past accomplishments accurately and concisely in response to behavioral questions in interviews.
Learning Objectives:	• Students will identify and develop stories about past professional accomplishments.

	• Students will be able to appropriately apply accomplishment stories to the most common behavioral job interview questions.
Description of Engagement Strategies/ Interaction	The module will include interactions that require learners to make decisions and build personal stories. Engagement strategies: • The module will begin with watching a short video of a job seeker at an interview who is asked some questions and panics and cannot answer. The story will tap into the nervous emotions of a job seeker. • Case-study examples of job seeker stories and answers will be incorporated. • The module will be focused on prompting the learner to articulate their own story therefore using critical thinking to make choices. Storyline Interaction types: • Checklist interactions: The learner will need to complete a checklist of tasks to write a story that meets the requirements. • Conversation interactions: The learner will find the appropriate answer to interview questions.
Assessment Plan:	There will be two multiple choice quizzes during the module and the stories the learner completes will be short answer questions. • Read the interview question and decide what story example or type of story would answer the question. • Fill in the blank/short answer with the parts of your story. • STAR step completion checklist.
Content Outline (brief): *Detailed outline attached.*	I. Why you need stories. II. What are STAR stories? III. Types of stories you need:

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	IV. Examples of STAR stories V. Interview questions and how to apply your STAR stories VI. You have STAR stories. VII. Build a STAR story VIII. Final thoughts and tips

Course Deliverables

LMS Platform or Authoring Tool to be Used:	Articulate Rise
Description of Deliverables / Course Assets:	Needs analysis Course Design Document Storyboard template Script for the audio and dialogues Standalone, self-paced, asynchronous elearning module that includes: • Clear navigation and directions • Videos • Narration • Downloadable job aid • Learning activities • Quizzes

ID Reflection

How does learning about this topic apply to your future professional plans?	I want to work in professional development. Professional development starts at the interview level. Most professionals would benefit from being able to tell their success stories clearly and concisely.

Detailed Outline

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I. Why you need stories.
   a. Have you ever been asked: Tell me about yourself. And you went blank?
   b. Your future employer will see your past performance as the best predictor of your future behavior.
   c. Stories are a way to bring the facts of a resume to life and show your personality.

II. What are STAR stories?
   a. Situation
   b. Task
   c. Action
   d. Result
   e. *Skills

III. Types of stories you need:
   a. When you solved a problem
   b. When you overcame a challenge
   c. When you made a mistake
   d. When you worked as a leader
   e. When you worked with a team
   f. When you did something interesting
   g. Some of these can be the same story.

IV. Examples of STAR stories
   a. Example of solving a problem
   b. Example of overcoming a challenge
   c. Example of making a mistake
   d. Example of working as a leader
   e. Example of working with a team
   f. Example of doing something interesting

V. Interview questions and how to apply your STAR stories
   a. Tell me about yourself.
      i. Any STAR story that shows who you are and what you can do.
   b. Give an example of a time you had conflict with a co-worker and how you responded?
      i. Teamwork story
   c. Tell me about a time when you failed. What did you do?
      i. Overcoming a challenge story
   d. Tell me about your biggest professional accomplishment.
      i. Doing something interesting story
      ii. Solving a problem story

VI. You have STAR stories.
   a. Work
   b. Volunteering
   c. Studies/education
   d. Professional groups
   e. Non-profit organizations

VII. Build a STAR story
   a. Questions to spark ideas.

       b. Action words to use

       c. Situation/Task

       d. Action

       e. Result

       f. Skill

       g. You have a story!

VIII. Final thoughts and tips

       a. Look at the job description before the interview and adapt your stories to fit the job description.

       b. Conclude your story well.

          i. Summarize for the interview what you want them to conclude.

          ii. Examples

       c. Practice in a mirror or with a friend.