

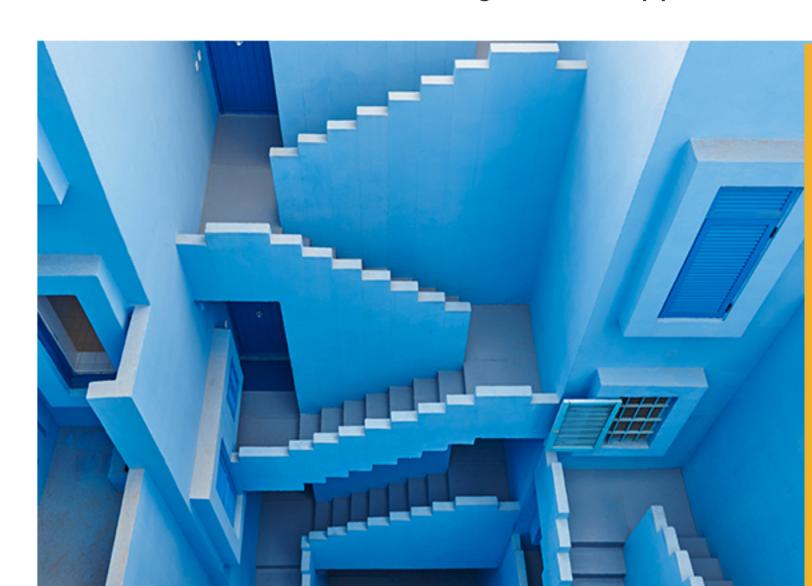
# L&D Cheat Sheet

# Unleashing the power of

# Branching scenarios to conduct meaningful competency assessments!

After thoroughly analyzing and talking about competencies in our cheat sheets, we have successfully uncovered how having essential competencies play a role in our L&D framework (I hope we did!) and how it has time and again proven to be a stepping stone to success!

Our last cheat sheet specifically focused on how scenarios are raising the L&D game and how crafting the perfect scenario is becoming increasingly important for learning to be efficient and assessing the competencies across the talent lifecycle. Still, we never talked about that form of scenario without which assessing competencies in today's time is incomplete. (Don't worry, you have not missed something; it was supposed to be a part of this cheat sheet.)



## **Branching Scenario!** For a competency assessment to be useful,

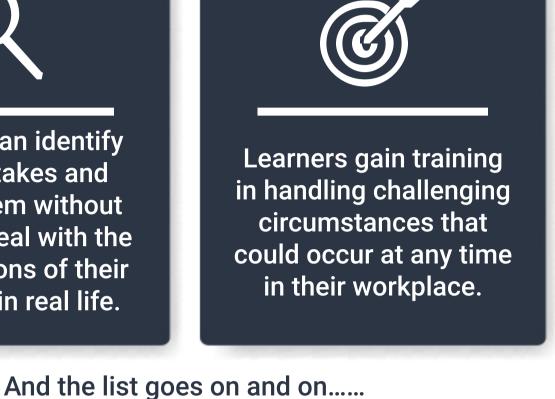
branching scenarios are a powerful way to hone that competency.

Branching scenarios put learners through a decision-making process, testing their knowledge of the material as well as their ability to respond to its effects. In order to prepare learners to handle a plethora of situations, branching scenarios can be beneficial. New selections and circumstances are presented on each screen. Branching scenarios add variety, interest, and surprise to every training.

## Still thinking about why to add branching scenarios to enhance your competency assessments?









but wait,

how do we ensure that our branching scenario leaves a long-lasting impact on our learners?



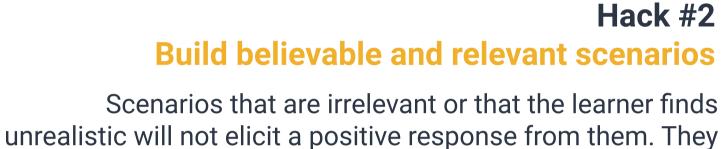
# Hacks to develop powerful branching scenarios for your competency assessments:



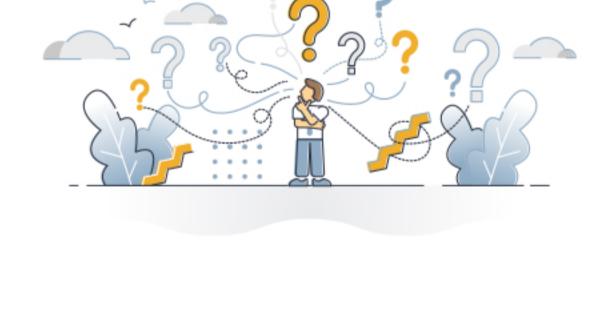
Hack #1

## Make sure you comprehend your target audience We cannot stress this point enough. Understanding your target

audience needs to be your first move because knowing your audience is essential to the next point. You must know various things about the learners, such as their current competencies, present skill gap, competencies they want to develop and their learning habits.



won't understand its relevance if the scenario isn't representative of real life. Making scenarios realistic and pertinent is, therefore, imperative.



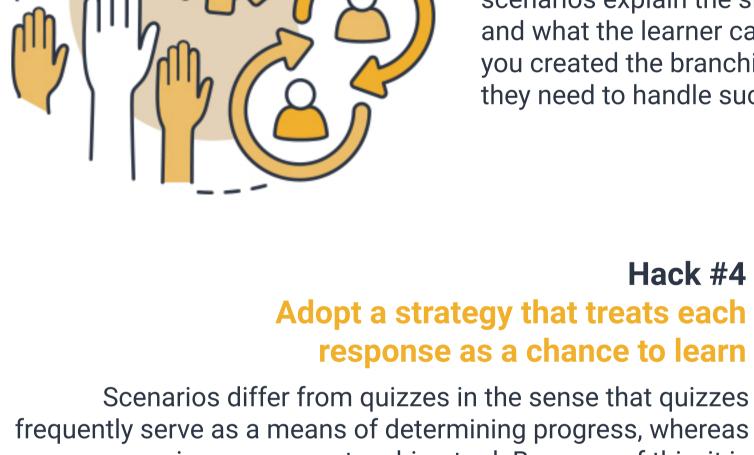


## Show learners exactly how the scenario will enhance their learning.

Hack #3

### Similar to other aspects of training and e-learning, branching scenarios explain the significance of the course, section, or module and what the learner can anticipate. As an illustration, mention how

you created the branching scenario to give them the competencies they need to handle such circumstances in the real world.

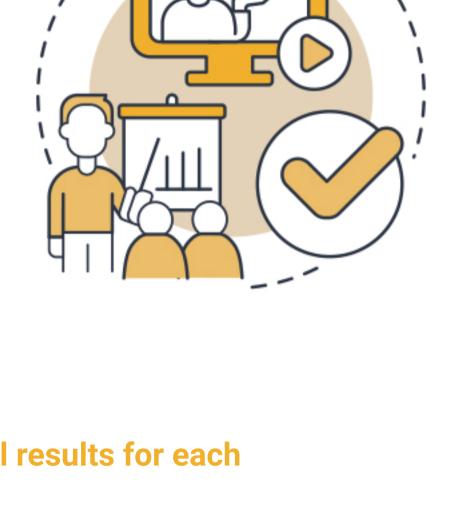


Hack #4

### frequently serve as a means of determining progress, whereas scenarios serve as a teaching tool. Because of this, it is preferable for learners to make mistakes while working through

team can learn from the mistakes they make in an online course because they have no bearing on how your company operates. For instance, they can learn how a choice, course of action, or strategy affects the result of specific circumstances, either favorably or unfavorably. Hack #5 Determine the potential results for each

a branching scenario rather than in a real-world scenario. Your





### Making consequences is one of the practical aspects of designing branching scenarios. In other words, the results of the learner's decision or course of action. One must recognize those potential

When creating outcomes, it is ideal to refrain from

speculating because they must be correct and believable to

the learner. If they are not, you will lose their interest and

subject-matter experts on the course you are creating to

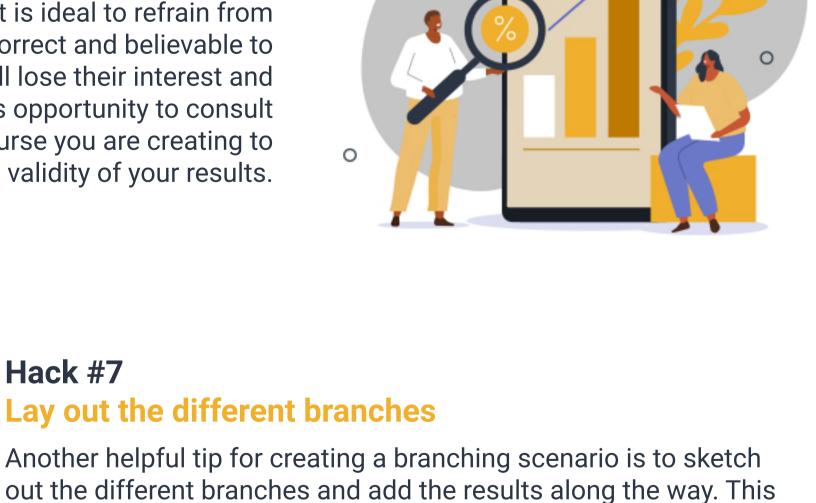
feature. However, you should always try to aim to achieve

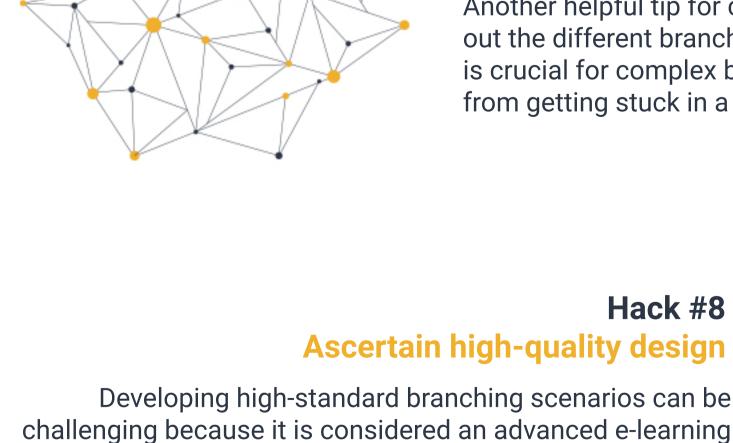
focus. When in doubt, use this opportunity to consult

course of action

## outcomes in order to be sure to note the best, worst, and intermediate outcomes for each decision.

Hack #6 Focus on ensuring consequences are reliable and credible



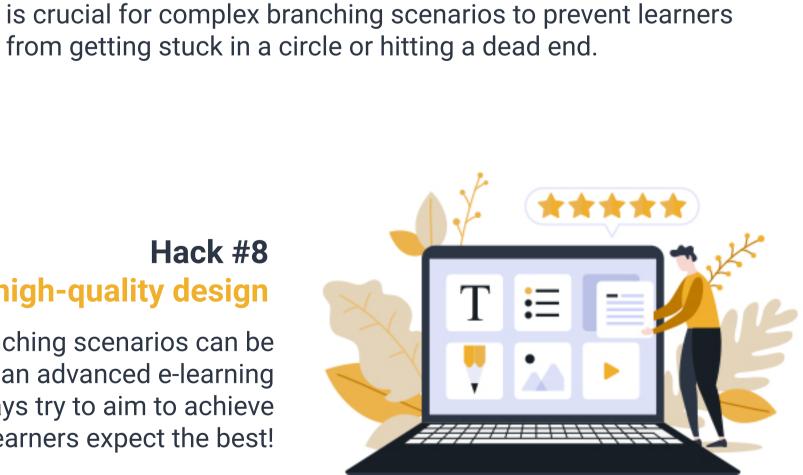


this, as your learners expect the best!

Hack #7

guarantee the validity of your results.

Hack #8 **Ascertain high-quality design** 



Why not try EasySIM to attain this standard? Our competency-mapped learning and assessment platform lets you create and deploy high-quality branching scenarios that ensure that your learners are immersed in the learning and are on their path to achieving the desired competencies.



Hack #9 Finally.... evaluate The final hack (phew!) requires you to test the branching scenarios you have developed, not once but twice (an extra check just to be double sure!). Examine as many options as possible to make sure everything functions as it should. Additionally, you must verify that the outcomes are realistic, accurate, and plausible

and that learners will arrive at a conclusion or final state regardless of the path they choose.

Want to know how our product EasySIM can help you design and create the magic of branching scenarios in your e-learning courses?

Branching scenarios have the potential to elevate your course and greatly enhance its success. Following these nine

best practices can contribute to making sure that your course is as effective as possible!

Reach out to us by simply clicking the button below, and we will be ever ready to help you understand the potential of including branching scenarios in your competency assessments and help you build a competent workforce!