

# 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?



Learners are allowed to test their own ability to make assumptions.



Learners can identify their mistakes and correct them without having to deal with the repercussions of their decisions in real life.



Learners gain training in handling challenging circumstances that could occur at any time in their workplace.



It all comes down to making a choice and then acting on it, increasing accountability for each person's actions.

And the list goes on and on.....

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.

#### Hack #2

##### Build believable and relevant scenarios

Scenarios that are irrelevant or that the learner finds unrealistic will not elicit a positive response from them. They won't understand its relevance if the scenario isn't representative of real life. Making scenarios realistic and pertinent is, therefore, imperative.



#### Hack #3

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

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

##### Adopt a strategy that treats each response as a chance to learn

Scenarios differ from quizzes in the sense that quizzes 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 a branching scenario rather than in a real-world scenario. Your 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 course of action

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 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

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 focus. When in doubt, use this opportunity to consult subject-matter experts on the course you are creating to guarantee the validity of your results.



#### Hack #7

##### Lay out the different branches

Another helpful tip for creating a branching scenario is to sketch out the different branches and add the results along the way. This is crucial for complex branching scenarios to prevent learners from getting stuck in a circle or hitting a dead end.

#### Hack #8

##### Ascertain high-quality design

Developing high-standard branching scenarios can be challenging because it is considered an advanced e-learning feature. However, you should always try to aim to achieve this, as your learners expect the best!



### 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.

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!

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

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!

**Reach out Now!**