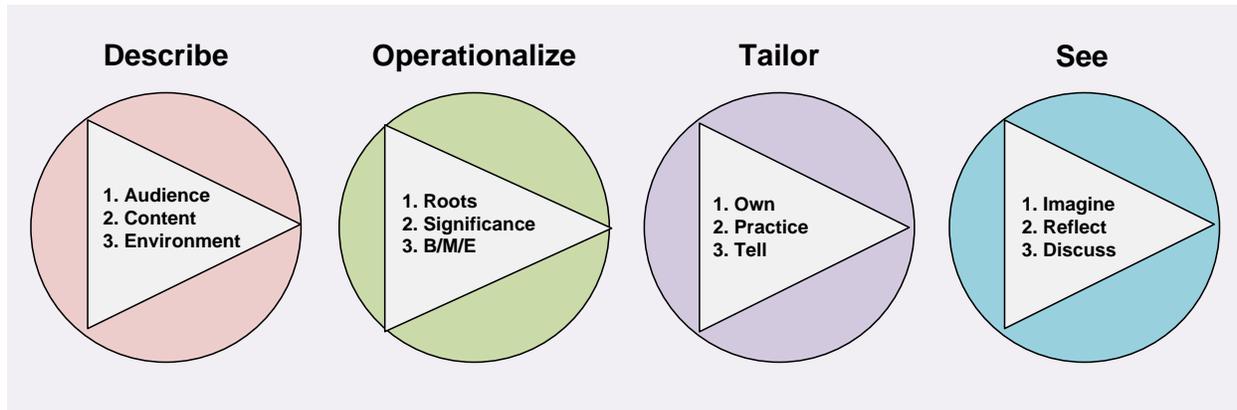


# A Model for Designing Instructional Narratives for Adult Learners: Connecting the DOTS

## Performance Support Tool (PST)



### Step 1: Describe (Finding out what is important)

Element	Defining Question	Guideline
<b>Audience</b>	Who are your learners?	Demographics, social and psychological attributes Readiness assessment
<b>Content</b>	What work do you want your learners to know or do?	Apply a concept, use a process, solve a problem
<b>Environment</b>	Where will your learners be situated (instructional context)?	Physical, social and instructional factors

### Briefly describe your Audience, Content and Environment

<b>Audience</b>	
<b>Content</b>	
<b>Environment</b>	

## Step 2: Operationalize (Connect what is important with your lived experience)

Element	Defining Question	Guideline
<b>Roots</b>	How does your content connect with what your learners already know?	Tap into existing knowledge, beliefs, assumptions
<b>Significance</b>	Why is this content worthy of the learner's attention?	Addresses meaning, importance, purpose
<b>Beginning</b>	What is the actual state, situation, or problem?	Answers questions who, what, where, when Sets the stage by putting audience, content, and environment into context
<b>Middle</b>	What is happening to the people (characters) in the environment?	Explains why (significance) and how (plot) Depicts change, conflict or decision Details actions that build up to a turning point
<b>End</b>	What is the desired state, the outcome, resolution?	Where you want to be...always positive!

### Briefly identify your story Roots, Significance, and Beginning-Middle-End

<b>Roots</b>	
<b>Significance</b>	
<b>Beginning</b>	
<b>Middle</b>	
<b>End</b>	

### Step 3: Tailor (Putting you into the story)

Element	Defining Question	Guideline
<b>Own</b>	Are you cognitively (head) and affectively (heart) connected with your story?	Make sure your story conveys how you think and what you believe/feel about the content to your learner's (audience)
<b>Practice</b>	Does your story connect audience, content, and environment?	Perform a mental storyboard Check your event sequence & character relationships
<b>Tell</b>	Will your story resonate with your learners?	Express your story! Be yourself!

Briefly describe how you will put yourself into the story

<b>Own</b>	
<b>Practice</b>	
<b>Tell</b>	

**Tell your story!**

**Step 4: See (Listener reaction to the story)**

Element	Defining Question	Guideline
<b>Imagine</b>	Did you see yourself in the story? Did you recall a similar experience/story? Did you connect with the story events/characters? Did the story spark an emotional response?	Try to picture yourself inside the story
<b>Reflect</b>	<p style="text-align: center;"><b>Did the story...</b></p> Reaffirm what you already knew? Cause you to question what you thought you knew? Introduce you to something you did not know?	Explore the impact the story had on your understanding
<b>Discuss</b>	What are your thoughts about the story? How did hearing the story make you feel? What will you do (performance) because of the story?	Take your story listening experience apart Share what you learned, what you will do

**Briefly identify what the story meant to you**

<b>Imagine</b>	
<b>Reflect</b>	
<b>Discuss</b>	