

Expanding Your Circle of Influence's Design Approach

Overview

This course was designed to help learners shift their focus from their Circle of Concern to their Circle of Influence through scenario-based decision-making, character-driven perspectives, and dynamic visual feedback.

The course includes character selection, interactive scenarios, and a visual progression system that reinforces decision-making patterns over time.

Learning Challenge

Many learners understand the concept of focusing on what they can control, but struggle to apply it in real-world situations. This course addresses that gap by emphasizing practice and decision-making rather than passive learning.

Design Strategy

The course uses interactive scenarios, gamification, and visual feedback to help learners recognize patterns in their thinking and apply the concept in realistic situations.

Character-Based Learning Approach

Learners select a character at the beginning of the course, providing a consistent perspective throughout the experience.

- Character selection increases engagement and ownership
- Dialogue reflects different thinking styles
- Learners apply concepts through a personalized lens

Visual Feedback System (Core Mechanic)

Learner decisions dynamically impact the Circle of Influence and Circle of Concern:

- Influence-focused decisions increase the Circle of Influence
- Concern-focused decisions increase the Circle of Concern
- Visual changes persist across scenarios and are reflected in final results

Learning Theory in Action

Bloom's Taxonomy

- Apply: Learners make decisions in realistic scenarios
- Analyze: Learners categorize elements into Influence vs Concern through drag-and-drop interaction
- Evaluate: A multi-scenario assessment evaluates decision-making patterns

Gagné's Events of Instruction

- **Attention:** Real-life scenarios introduce relevance
- **Guidance:** A guided example demonstrates correct thinking
- **Practice:** Multiple scenarios provide opportunities to apply learning
- **Feedback:** Immediate feedback reinforces correct thinking
- **Retention:** Reflection prompts encourage real-world application

Gamification Approach

Instead of traditional points or badges, the course uses a visual progression system:

- Learner decisions directly impact visual elements (circle growth)
- Progress is represented through meaningful changes tied to behavior
- Reinforces learning through pattern recognition rather than abstract scoring

Storyline Interaction Design

The course uses Storyline to create a dynamic, scenario-driven experience:

- Variables track learner decisions (InfluenceScore, ConcernScore)
- Layers provide immediate feedback without disrupting flow
- States visually represent selections and progress
- Dynamic elements update based on learner choices

Performance-Based Assessment

The final assessment uses a multi-scenario decision model with cumulative scoring and dynamic visual feedback:

- Each decision contributes to InfluenceScore or ConcernScore
- Results reflect both performance and decision patterns
- Visual circle states reinforce learning outcomes

Development Process (Scrum)

The course was developed using a sprint-based approach, allowing for iterative design, continuous refinement, and efficient progress toward completion.

Reflection

This approach ensured that the course remained focused on real-world application while maintaining a high level of interactivity and engagement. A structured reflection activity encourages learners to apply the concept to their own situations.