

Think Like a Writer

Applying Elements of
Fiction and Dramatic
Structure to eLearning
Scenario Development

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“We are all made of stories. They are as fundamental to our soul, intellect, imagination, and way of life as flesh, bone, and blood are to our bodies.”

--Jack Maguire

The Power of Personal Storytelling

Basically, a story is a narrative account of an event or events—true or fictional. . . . A story weaves detail, character, and events into a whole that is greater than the sum of its parts.

--Annette Simmons
The Story Factor: Inspiration, Influence, and
Persuasion Through the Art of Storytelling

Scenario-based e-learning is a preplanned **guided inductive learning** environment designed to accelerate expertise in which the learner assumes the role of an actor responding to a **work-realistic assignment** or challenge, which in turn responds to reflect the learner's choices.

--Ruth Colvin Clark

Scenario-Based e-Learning: Evidence-Based
Guidelines for Online Workforce Learning

Why Use Stories?



Why do you use stories
in your eLearning or
classroom training?

The higher the level of authenticity in our retrieval-practice situations, the better the long-term retrieval.

... contextual triggering of learned information is a fundamental aspect of human learning.

--Will Thalheimer

Using Linguistically, Culturally, and Situationally Appropriate
Scenarios to Support Real-World Remembering

Stories can...

- ❖ Enhance retention
- ❖ Engage learners
- ❖ Help with decision-making and problem-solving
- ❖ Get people's attention
- ❖ Provide context
- ❖ Make connections
- ❖ Give meaning
- ❖ Make people care
- ❖ Motivate and inspire
- ❖ Change minds



Planning for the Needs of Children in Disasters
<http://emilms.fema.gov/IS366/index.htm>

Developed by C² Technologies, Inc.



Stories have
the power
to influence others
to take action.

Story Source: Press Release, "National Center for Missing & Exploited Children Reunites Last Missing Child Separated by Hurricane Katrina and Rita." March 17, 2006.

How to Tell a Story



Elements of Fiction:

- ❖ Plot/Conflict
- ❖ Setting
- ❖ Character
- ❖ Point of View
- ❖ Theme
- ❖ Style/Tone
- ❖ Symbolism/Imagery

Starvation, abandonment,
and cannibalism . . .
Recommended reading
for all children!



Image: <http://doertchen.deviantart.com>

Hansel and Gretel



Near a great forest there lived a poor wood-cutter and his wife and his two children; the boy's name was Hansel and the girl's Gretel.

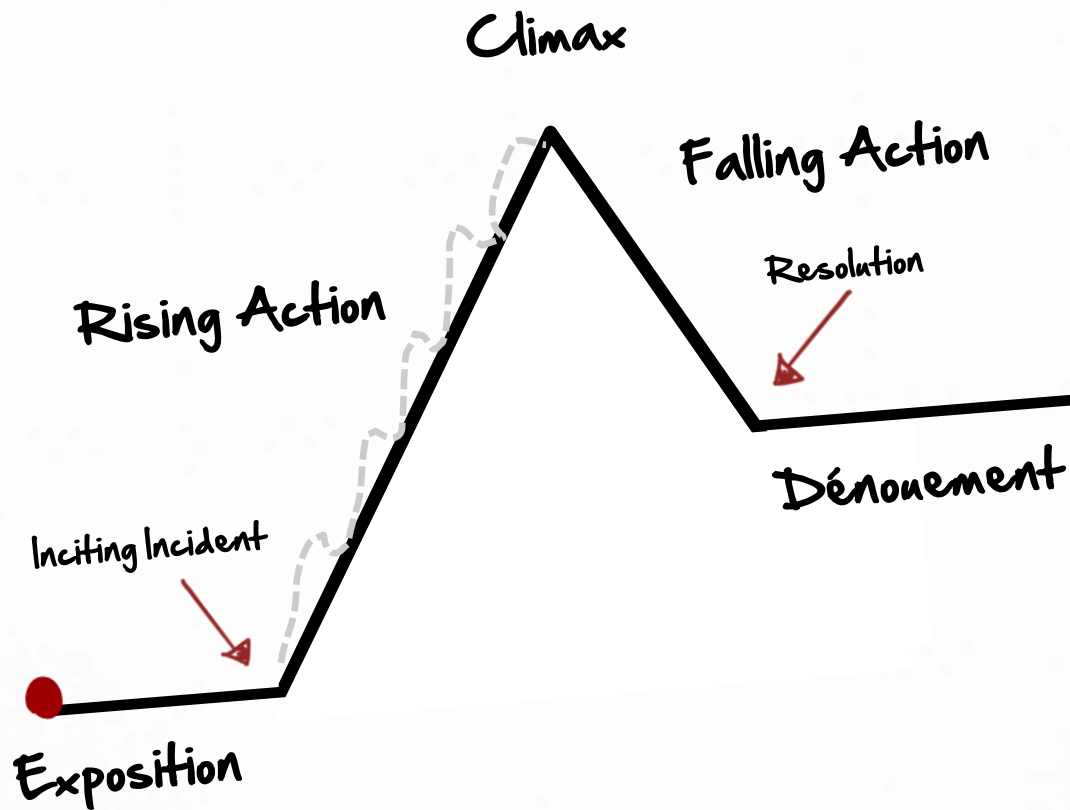
They had very little to bite or to sup, and once, when there was great dearth in the land, the man could not even gain the daily bread.

As he lay in bed one night thinking of this, and turning and tossing, he signed heavily, and said to his wife, "What will become of us? We cannot even feed our children; there is nothing left for ourselves."

"I will tell you what, husband," answered the wife; "we will take the children early in the morning into the forest, where it is thickest; we will make them a fire, and we will give each of them a piece of bread, then we will go to our work and leave them alone; they will never find the way home again, and we shall be quit of them."

"No, wife," said the man, "I cannot do that; I cannot find in my heart to take my children into the forest and to leave them there alone; the wild

Dramatic
(Plot)
Structure



Dramatic
(Plot)
Structure

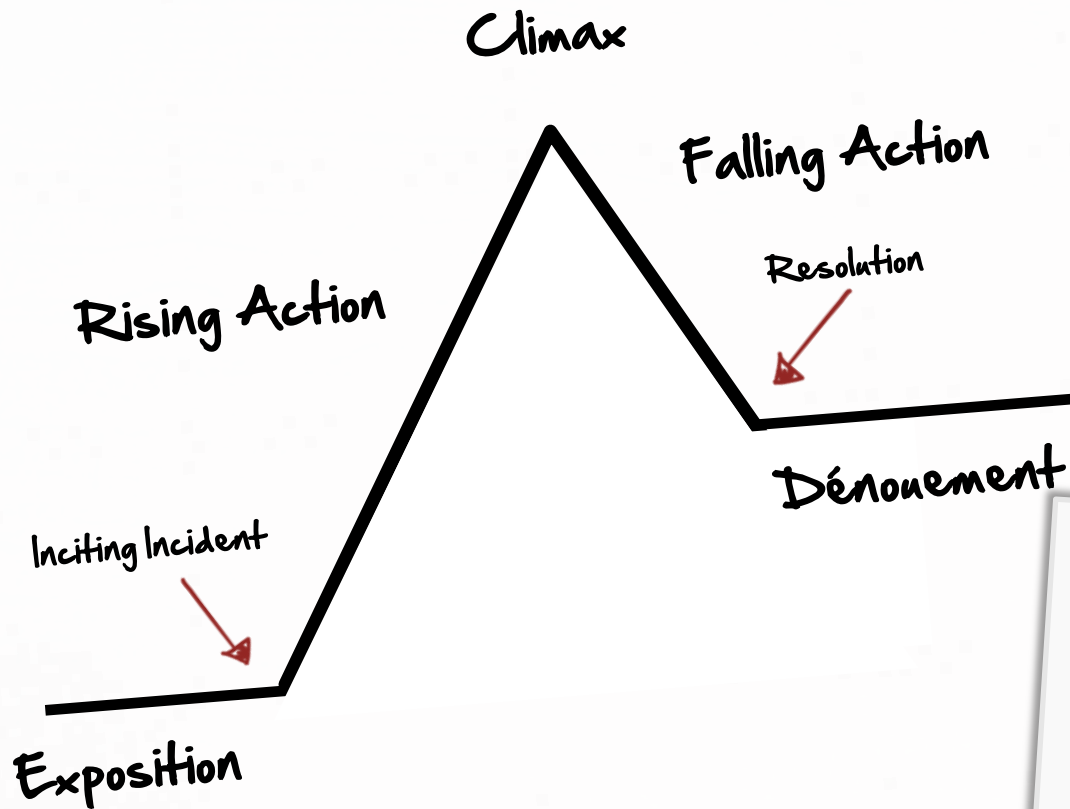
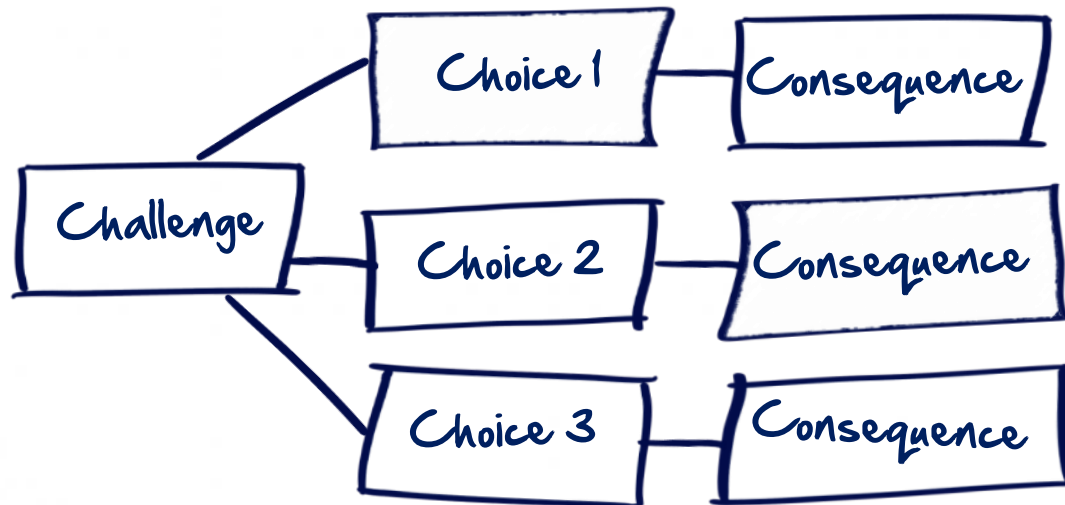


Image: dabbledabbled.wordpress.com
and The Walt Disney Company

<http://www.articulate.com/rapid-elearning/build-branched-e-learning-scenarios-in-three-simple-steps/>

Tom
Kuhlman's
3Cs



Consequences could lead
to new challenges.

How to Get the Story



- ❖ As a group, brainstorm about a training problem you could address with a story.
- ❖ Use the template to gather information.



How to Present the Story



- ❖ Text
- ❖ Audio
- ❖ Video
- ❖ Animation
- ❖ Photos
- ❖ Clip Art
- ❖ Drawings
- ❖ Comics
- ❖ Timelines
- ❖ Other

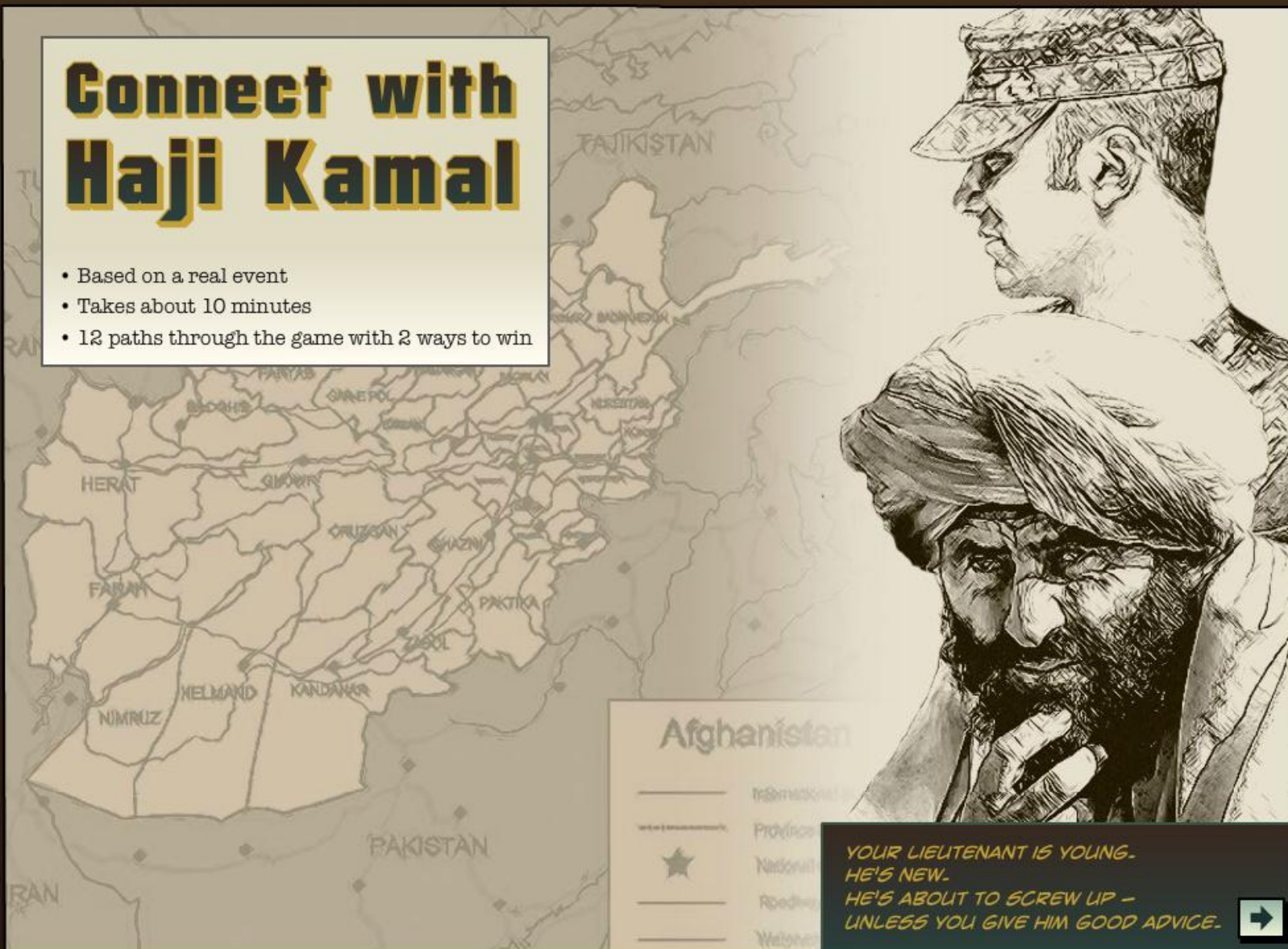


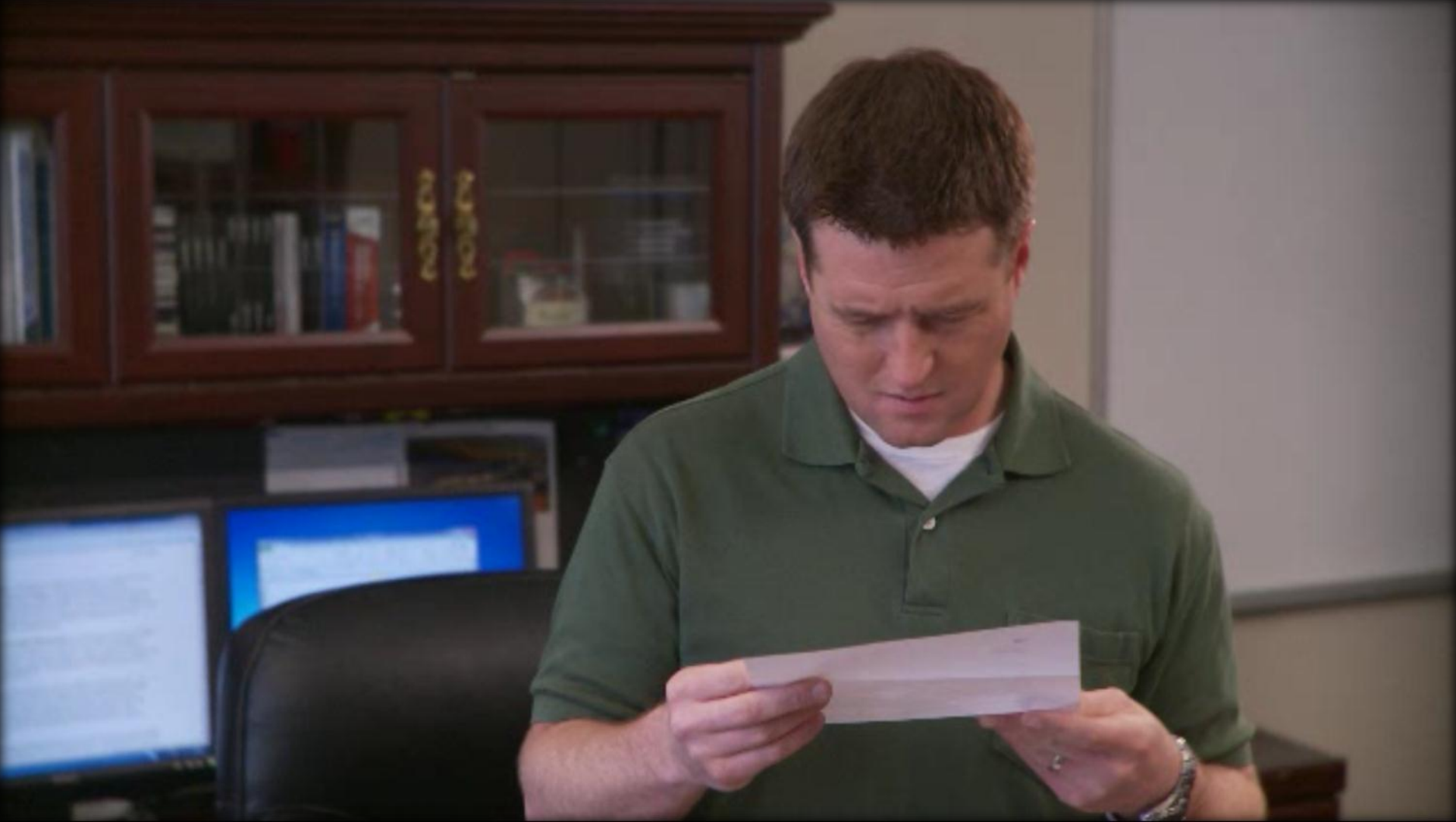
Joint Force Exercises

c2ti.com

Connect with Haji Kamal

- Based on a real event
- Takes about 10 minutes
- 12 paths through the game with 2 ways to win





AN OFFICE LIKE ANY OTHER.:

MY FIANCÉE AND I MOVED
HERE SO THAT I COULD
WORK FOR THIS COMPANY.

THE *OPPORTUNITY* I
WAS WAITING FOR...

...OR SO I THOUGHT.



Will you be able to
accommodate **25**
families?

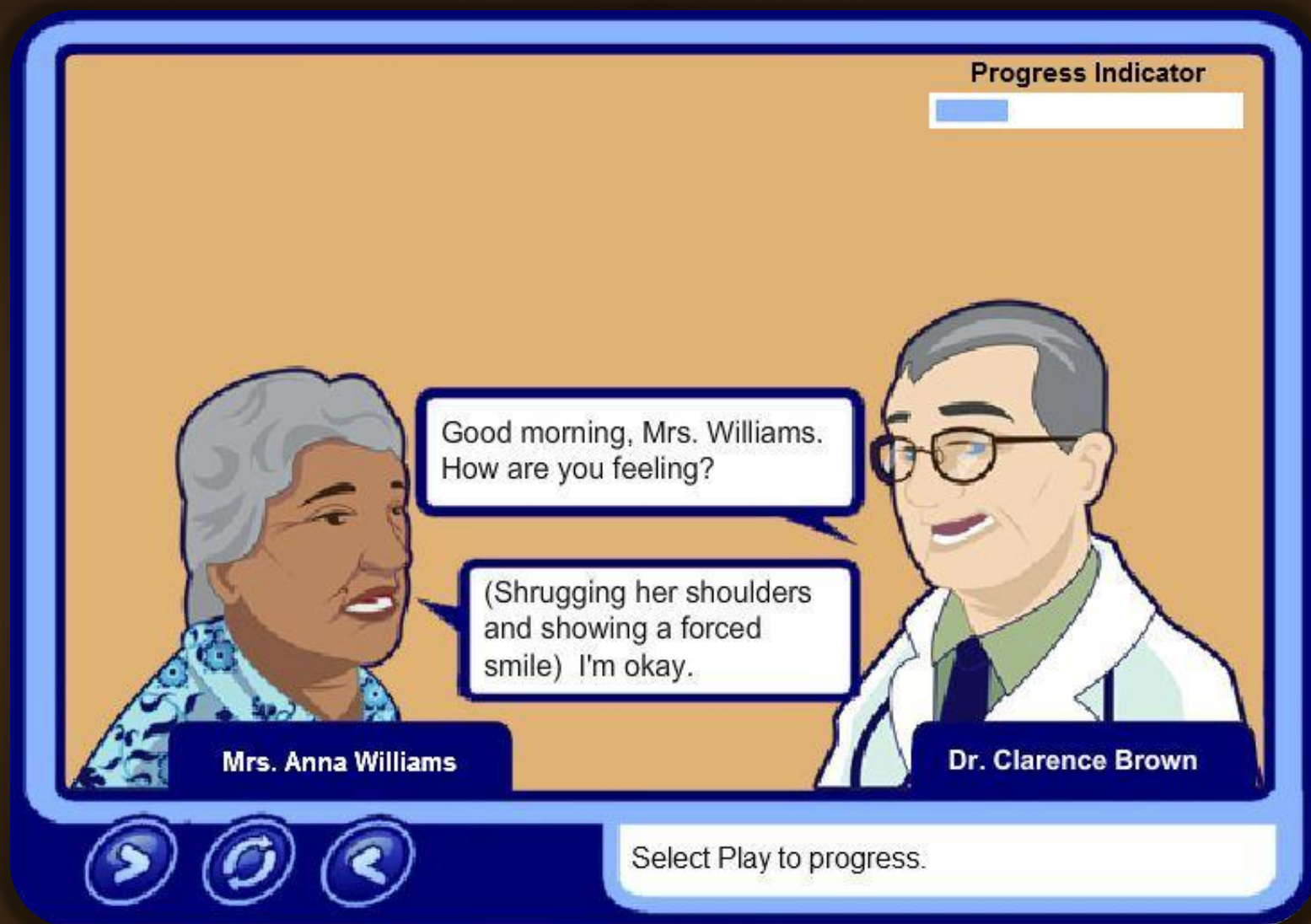
Will you
be able to
accommodate
the whole
family at
breakfast?

What type of
amenities
do you have
for family
events?

What
additional costs
should **We**
expect?

What services
do you have for
keeping
people
connected
to their
responsibilities
at home?









Use your mouse or arrow keys to move around the room. Click on selectable items for more information. Select the Atom on the bottom left corner for a Site Map.

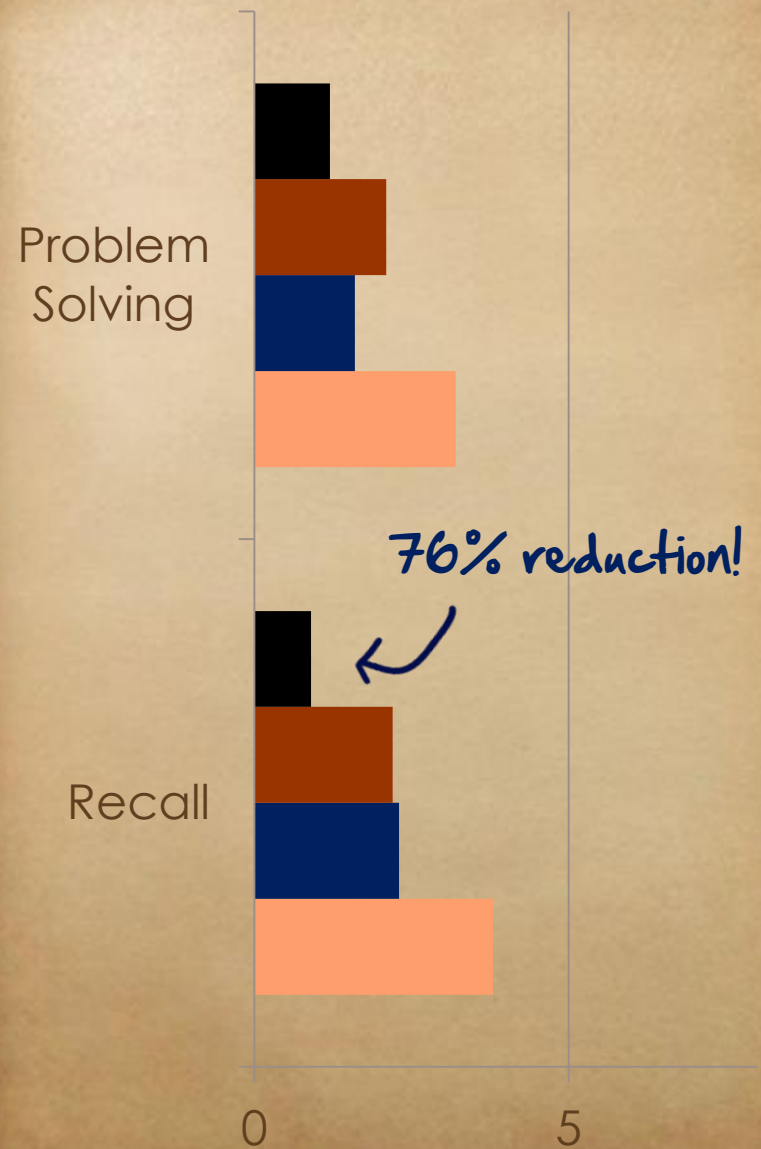
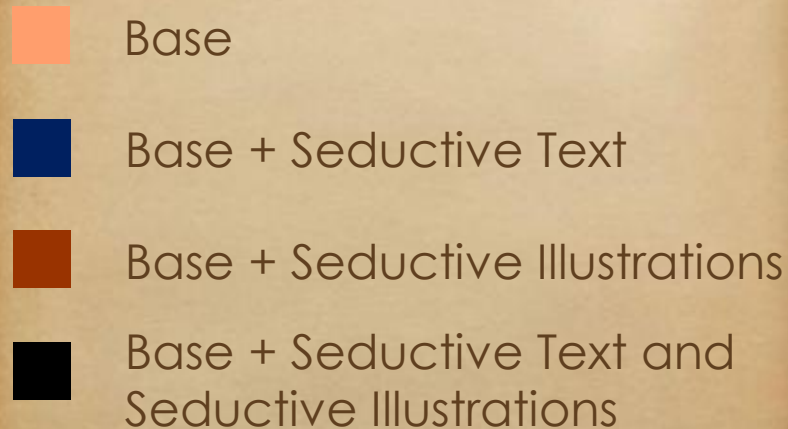




US Army Judge Advocate General (JAG) Simulation

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Make sure all components are relevant.



Harp, Shannon F. and Mayer, Richard E. (1997) The Role of Interest in Learning from Scientific Text and Illustrations: On the Distinction Between Emotional Interest and Cognitive Interest. Journal of Educational Psychology, Vol. 89, No. 1, 92-102.

Conclusion



- ❖ Put your characters in jeopardy
- ❖ Build the story through action and reaction
- ❖ Unleash your imagination
- ❖ Keep it relevant

“Inside each of us is a natural-born storyteller, waiting to be released.”

--Robin Moore

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Questions?

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