

Challenge AI Outputs: Materials That Fit

Session 2 of 3 | Choose the right support and
design for action

Choose the format on purpose

The format should serve the task.



A course, job aid, scenario, assessment, and learning plan solve different problems.

KEY IDEA

Learning plan: design the journey

Not a topic list.



A stronger learning plan shows the path from introduction to practice, application, feedback, and follow-up.

PROMPT

Learning plan prompt

PROMPT TO TRY

Create a learning plan for [audience] who need to [perform task]. Use these objectives as the design anchor: [objectives]. Organize around what learners need to practice and apply. Include purpose, learner action, practice, feedback, assessment, and accessibility notes for each section.

ACTIVITY

Make a plan less topic-driven

Review a module outline. Mark each section as explain, practice, feedback, or apply.

KEY IDEA

eLearning: make learners think

01

Decide

Choose a path or
response

02

Practice

Apply a skill in context

03

Reflect

Connect learning to work

Challenge eLearning output

01

Content dump?

Where is it mostly explaining?

02

Click-through?

Could learners move on without thinking?

03

Access barriers?

Does it rely on drag, hover, color, audio, or timing?

KEY IDEA

Job aid: moment of need

A job aid is not a mini-course.



It helps someone complete a task while working: quickly, clearly, and accessibly.

KEY IDEA

Job aid shapes

Need

Follow steps

Choose an option

Prepare for a task

Avoid mistakes

Troubleshoot

Useful shape

Checklist

Decision table

Quick prep guide

Do / avoid list

If / then guide

ACTIVITY

Turn training into a job aid

Pick one paragraph of training content. Rewrite it as a checklist, decision table, or quick-reference guide.

KEY IDEA

eLearning interactions: more than reveal

Clicking is not the same as learning.



An eLearning interaction should help learners process, compare, decide, apply, or reflect.

KEY IDEA

Scenario: practice judgment

01

Realistic context

Situation feels like work

02

Plausible choices

No obvious throwaway
answers

03

Consequence feedback

Learners see why it
matters

KEY IDEA

Assessment: evidence of learning

What proof do we need?



A good assessment checks the intended knowledge, skill, decision, or behavior - not just recall.

ACTIVITY

Format sort

For each need, choose the lightest effective support: job aid, scenario, eLearning, learning plan, assessment, or practice.

Session 2 wrap

01

Name the material

Tell AI what you are building.

02

Design for action

Each format should make learners do something.

03

Challenge fit

Ask whether the format matches the need.

Questions + next steps

What questions or use cases should we tackle next?