

Everyday Compliance Decisions

ADDIE-Based Storyboard & Assessment Blueprint

Project Overview

Project Title: Everyday Compliance Decisions – Scenario-Based Microlearning

Format: Storyline-style interactive module + RISE-style scrolling microcourse

Duration: 8–12 minutes

Target Audience: Individual contributors and front-line leaders in corporate or government environments

Modality: Self-paced, browser-based eLearning (SCORM/xAPI ready)

Purpose: Reinforce key behaviors related to code of conduct, data protection, and accurate time reporting through short, realistic scenarios with immediate feedback.

Learning Objectives

1. Identify when an offered gift from a vendor creates a potential conflict of interest or appearance of impropriety.
2. Select appropriate actions to protect confidential or sensitive information in public settings.
3. Demonstrate integrity in time and record reporting decisions in common “gray area” situations.
4. Explain why transparency, privacy, and accurate records are essential to maintaining organizational trust and compliance.

ADDIE Design Summary

Analysis

- **Business Need:** Reduce everyday compliance risks that stem from seemingly small, informal decisions.
- **Performance Gap:** Employees know policies in theory but struggle to apply them to real-world gray areas.
- **Audience:** Mixed roles, varying experience with compliance training, limited time, preference for concise, relevant scenarios.

Design

- Scenario-based interactions with single-select decisions and immediate explanatory feedback.
- Structure: Intro; three scenarios (gifts, public info, time reporting); summary and score recap.
- Assessment: Three scenario questions mapped directly to learning objectives.

Development

- Built using HTML, CSS, and JavaScript in a Storyline-style player and a RISE-style scrolling layout.
- Reusable patterns for scenarios, feedback, progress tracking, and sidebar “scenario map.”

Implementation

- Delivered as a self-contained webpage for GitHub Pages or wrapped as SCORM/xAPI for an LMS.
- Can be extended with narration, branching by role, or links to organization-specific policies.

Evaluation

- **Level 1:** Learner reaction survey for relevance and realism.
- **Level 2:** Scenario performance (0–3 correct).
- **Level 3 (optional):** Manager feedback or pulse surveys on comfort raising concerns and following policy.

ADDIE Compliance Microlearning – Storyboard

Key Screens

Screen ID / Type	Content & Interaction Focus
S1 – Intro (Content)	Sets context for everyday compliance decisions. Explains that learners will step into short, realistic scenarios. Frames module as microlearning that can be extended with narration and links to real policy documents.
S2 – Scenario 1: Gift from a Vendor (Scored)	Focus: Conflict of interest and appearance of impropriety. Learner chooses how to respond to a high-value gift from a vendor. Immediate feedback reinforces why disclosure and policy checks are essential.
S3 – Scenario 2: Sensitive Information in Public (Scored)	Focus: Data protection and confidentiality in open spaces. Learner decides how to respond during a sensitive call in a public place. Feedback compares partial mitigation with best practice (pause until private).
S4 – Scenario 3: Questionable Time Reporting (Scored)	Focus: Integrity and accurate records. Learner reacts to a teammate who routinely 'rounds up' hours. Feedback highlights risks of normalizing non-compliant behavior and reinforces accurate reporting.
S5 – Summary & Recap (Content)	Reinforces core themes: transparency, privacy, and integrity. Displays sample score (0–3) and explains how LMS/LRS tracking can be applied in production. Encourages transfer back to the learner's environment.

Assessment Blueprint

Assessment Type: Embedded, scenario-based knowledge checks

Number of Items: 3 (one per scenario)

Format: Single-select multiple choice

Scoring: 1 point per correct response (0–3 total)

Objective-to-Item Mapping:

- LO1 – Conflict of interest / gifts → Scenario 1 decision
- LO2 – Data protection / public conversations → Scenario 2 decision
- LO3 – Integrity / time reporting → Scenario 3 decision

Each item provides immediate, explanatory feedback that connects the learner's choice back to policy-aligned best practice.

Use in Portfolio

This microlearning is presented as a small ecosystem of artifacts:

- **Storyline-style interactive module:** Demonstrates scenario design, feedback logic, and UI/UX for eLearning.
- **RISE-style scrolling microcourse:** Shows how the same content can be reflowed into a responsive, vertical lesson format.
- **This ADDIE storyboard & assessment blueprint:** Provides visibility into the underlying analysis, design, and measurement strategy.

Together, they illustrate an end-to-end approach—from business need and performance objectives to concrete learner interactions and assessment.