

A

ANALYZE

1. Identify Learning Goals

Define Clear Learning Objectives And Outcomes That Align With The Organization's Goals And Learners' Needs.

2. Assess Audience

Understand The Demographics, Preferences, And Existing Knowledge Of The Target Audience.

3. Analyze Content

Breakdown The Subject Matter Into Manageable Chunks And Identify Key Concepts Or Topics For Gamification.

4. Identify Resources

Find Out What Resources You Might Need Access To, Such As Specific Domain Knowledge Or People That Have Domain Knowledge (Art, Gamification, Programming, Etc.), Physical Facilities, Technology And Tools, Etc.

You Should Come Out With



An analysis of training/ learning needs and a learning plan (learning objectives).

D

DESIGN

1. Decide On Structural VS. Content Gamification

Decide Whether To Focus On Structural Gamification Or Content Gamification Based On The Nature Of The Content And Learner Preferences. These Can Also Be Combined.

2. Choose Game Elements And Mechanics

Select Appropriate Game Mechanics And Elements Based On Motivational Needs To Drive Engagement And Motivation.

3. Visual Representation

Create A Visual Representation Of The Gamified Learning Experience's Narrative, Interactions, Progression And Other Important Elements. This Does Not Have To Be Good Looking.

You Should Come Out With



An overview of the course design and content sketches.

D

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2. Choose Game Elements And Mechanics

Select Appropriate Game Mechanics And Elements Based On Motivational Needs To Drive Engagement And Motivation.

3. Employ Psychological Theories

Select Appropriate Psychological Theories To Apply Based On Your Audience And Find Out What Elements And Mechanics You Can Match To Apply These Theories.

4. Employ Pedagogical And Instructional Theories

Select Appropriate Pedagogical And Instructional Theories To Apply Based On Your Audience And Find Out What Elements And Mechanics You Can Match To Apply These Theories.

5. Visual Representation

Create A Visual Representation Of The Gamified Learning Experience's Narrative, Interactions, Progression And Other Important Elements. This Does Not Have To Be Good Looking.

You Should Come Out With



A development plan, prototypes, and the first version of the gamified course/module.

I

IMPLEMENT

1. Train The Instructor

Ensure Instructors Are Trained Effectively By Providing Them With The Necessary Skills And Knowledge To Deliver The Instructional Materials.

2. Prepare The Learners

Prepare Learners By Providing Them With The Necessary Resources, Guidance, And Support To Engage Effectively With The Instructional Materials. This Involves Ensuring Learners Understand The Objectives, Expectations, And Available Support Mechanisms, Empowering Them To Actively Participate And Succeed In The Learning Process. The Magic Circle Can Be Used Here To Put Students In The Right Mindset.

3. Arrange The Learning Space

Arrange The Learning Space Physically To Optimize The Environment For Effective Instruction And Learning. This Includes Organizing The Physical Layout, Seating Arrangements, And Resources To Facilitate Engagement, Interaction, And Comfort Among Learners.

You Should Come Out With



A live course that is working and ready to run.

E

EVALUATE

These Steps Should Be Repeated Multiple Times Throughout The Process.

1. Formative Evaluation

Collect Ongoing Feedback From Learners And Instructors To Identify Strengths, Weaknesses, And Areas For Improvement.

2. Summative Evaluation

Assess The Effectiveness Of The Gamified Learning Experience In Achieving Its Objectives Through Measures Such As Knowledge Retention, Skill Acquisition, And Behaviour Change.

3. Accessibility And Inclusivity Evaluation

Assess The Accessibility And Inclusivity Of The Gamified Course By Doing Different Evaluations Designed For This.

4. Iterative Improvement

Use Evaluation Data To Refine The Gamified Learning Experience And Enhance Its Effectiveness For Future Iterations Or Implementations.

You Should Come Out With



An evaluation report and actionable changes for the current or future courses.