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If you have a passion for making learning fun and easy, have the necessary attention to detail, and patience and logical mind, then you are suited to be an Instructional Designer. It is a highly regarded job in corporate circles and pays substantially well. The best part about this job is the creativity element. It allows enough potential to channel your creative energy in driving a training program result.

Instructional design mainly revolves around finding the present performance or situation of learners and the desired performance. Instructional Designers design a training to bridge this gap by applying sound instructional design fundamentals, suitable interventions, adult learning theory, and so on. Whether a training is online, classroom session, or distance learning, ID fundamentals are universal.

The basic model of instructional design is ADDIE (Analysis, Design, Development, Implementation, and Evaluation).

1. Analysis: In this phase, the instructional problem is clarified, the instructional goals and objectives are established, and the learning environment and the learnerâ€™s existing knowledge and skills are identified.

2. Design: In this phase, the Instructional Designers document the blueprint of the training material, for example, learning objectives, content outline, type of assessment, content, subject matter analysis, lesson planning, and media selection.

3. Development: In this phase, storyboards and graphic are designed. If elearning is involved, programmers develop and/or integrate technologies. The project is reviewed and revised according to the feedback received.

4. Implementation: In this phase, a procedure for training the facilitators and learners is developed.

5. Evaluation: In this phase, feedback collected from every ADDIE phase is accumulated and evaluated.

ADDIE is one model that provides a logical approach to instructional design. There are several other models that make the Instructional Design process an interesting and engaging career option.

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