



3.1 | Create: Learner Analysis Checklist

A Streamlined Checklist for Learner Analysis, from Table 3.3 in Streamlined ID (2027).

A STREAMLINED CHECKLIST FOR LEARNER ANALYSIS

Use this to checklist to analyze learner characteristics and needs. Select those questions that are applicable to the target learner group's needs and characteristics, and to your project content.

PREVIOUS LEARNING EXPERIENCES & PREFERENCES:

- ☐ Describe a previous, positive learning experience or a favorite instructor. What made the experience or instructor so good?
- ☐ Describe a previous, negative learning experience or an instructor that did not meet your needs. What made the experience or instructor so bad?
- ☐ Describe the type of learning experiences that you have had outside of traditional school experiences (workshops, self-improvement efforts, community or church groups, etc.).
- ☐ Do you prefer formal (traditional) learning experiences or informal learning experiences (takes place independently from planned learning experiences)?
- ☐ What features of instruction and personal learning strategies help you learn to do something new? What tends to hamper your efforts to learn something new?
- ☐ Are there life factors that make it difficult for you to concentrate on learning materials? (e.g., needs of your young children, noisy roommates, a demanding work schedule, work travel, lousy Internet connection, etc.)
- ☐ How do others you know feel about learning and school (friends and family)?
- ☐ Describe someone who you feel is a successful learner. What do they do that makes them successful?
- ☐ What was the last grade or degree you successfully completed?

PREVIOUS JOB OR VOLUNTEER EXPERIENCES:

- ☐ What positions have you held in the organization? What were your duties in those positions?
- ☐ Describe a work or volunteer experience that you enjoyed, highlighting what you liked about that experience.
- ☐ Describe a work or volunteer experience that you did not enjoy, highlighting what you disliked about the experience.
- ☐ Describe what you would consider to be a good job. What is involved in that job?
- ☐ Describe someone who you feel is successful at his/her job. What do they do that makes them successful?
- ☐ What was the last job you had and how long did you work there?

ACADEMIC SELF-CONCEPT:

- ☐ What do you see as your personal strengths with respect to your attempts to learn new things? What learning tasks do you do particularly well?
- ☐ What do you see as your weaknesses with respect to learning? What learning tasks are difficult for you?

INTERESTS, GOALS & MOTIVATIONS:

- ☐ What are your life, career, and learning goals for the next ten years?
- ☐ How do you think this learning experience will help you? Does it contribute to your personal goals, and if so, which goals?
- ☐ What interests you about your job? What are your hobbies? If you had a free weekend to do whatever you would like to do, how would you spend your time?