Personal Reflection on Career Pathway

Amy Dean

Purdue University

EDCI 66000B

As I reviewed the videos, websites, and other online resources, it became clear this field is where I want to work. Once I finished, there was a quiet confidence that came over me, and it made me appreciate everything I will take away from Purdue. I am feeling as though I will be able to land my dream job with the help of this program and continual learning.

The video listing provided some fantastic information, but there were two specific videos that struck a chord with me in my learning track. First, Dr. Sunnie Watson discussed a one size fits all education, and how this may not be working for everyone. She mentioned “unbundling the education process” (Waston, S., Video). This statement resonated with me, as myself like other students ended up changing my major after starting my higher learning journey. Due to the change, I ended up completing extra courses when there were some coursework that overlapped.

In addition, I also worked full time while I completed my bachelor’s degree online. Therefore; some classes I completed, there were some pieces that were redundant as they were already covered either in the workplace or in a prior course. The idea of customizing a student’s higher education means a more thoughtful process of establishing yourself in the investment of college education.

Learning and Design Technology students “are the key to transforming education,” according to Dr. Sunny Watson. The digital badge passports were something new to me, and found them quite innovative. It seems these would be able to provide exact evidence of a learner’s work verses just seeing grades on a piece of paper. I am loving the concept of being a key to a more innovative learning experience, especially at the college level.

The other video was facilitated by Jennifer Randall of Maestro. She spoke on aligning with your customer, understanding their current needs, and then start designing the needed materials for the client. Jennifer’s focus is similar to where I would like to be in my personal career goals. She seems to work with some strong companies, and has helped them address some needs, including Dannon. I enjoy the needs assessment process of training design, as I hope to identify and fill a gap a company or project is missing.

Wakefield, Warren and Mills discussed some competencies instructional designers need to master in order to land positions in this field including creativity when designing and developing courses, training materials, and evaluation tools (Wakefield, Warren & Mills, 2012). They state an instructional designer must be able to solve problems quickly, and be a thoughtful planner, which are some traits I enjoy.

Another resource I investigated was “Real World Instructional Design.” This resource made me analyze my career goals in a specific way and thoughtfully decide where I might see myself in an organization. I feel as though I would fit well with a non-profit organization or a larger company. I enjoyed reading on some of the benefits of a large company, including being able to be mentored and belong to a larger team. I learn well in a group setting as it would allow me to bounce ideas off one another. In addition, it would be beneficial to network with other individuals in various professional networks and conferences around the country. They did note some of the downsides including not being noticed since you are a part of a larger team, but I do see that as a challenge for personal growth (Cennamo, K. & Kalk, D., 2005). One reason why I love the field of learning and design is I will always be challenged to learn new skills, and stay on top of what is coming down the pipe in the field of technology. In addition, it is vital to continuously seek to be the best version of ourselves, even in the workplace.

After visiting the competency model section of astd.com, I learned more on the instructional design competencies which I feel line up well with where my general understandings were within this arena. Some of the competencies listed within ID include “needs assessment, applying learning theories, collaboration, designing & developing instructional material, and evaluating the learning design” ([www.td.org](http://www.td.org)). This professional network is reputable, and I believe these are some key competencies instructional designers should be able to achieve.

In regards to my own personal goals within Learning Design and Technology, they are two-fold. I would love to work as an instructional designer in the non-profit or corporate arena or I would love to share my knowledge from Purdue at the college level as a professor. I see myself working on the college level down the road, and see me filling as a corporate trainer or instructional designer in the more immediate future. Currently, I am seeking a full time position after having two boys in 2013 and 2014. Since I became a mom, I have worked as an independent contracted designer, but am looking to sign on with a company full time.

In conclusion, this personal reflection allowed me the opportunity to take a deeper dive into my personal career interests with the help of the Purdue’s professors and additional resources. Now, more than ever, this is the field I belong in, and cannot wait to learn more in this program at Purdue.

**References:**

Association for Talent Development. *The ATD Competency Model*. Retrieved from: <https://www.td.org/Certification/Competency-Model.aspx>

Cennamo, K. & Kalk, D. (2005). *Real World Instructional Design.* Thomson-Wadsworth.

Randall, Jennifer. *Learning Design and Technology Seminar.* 2015. <https://cdnapisec.kaltura.com/index.php/extwidget/openGraph/wid/0_p0xi4b8u>

Wakefield, J., Warren, S. & Mills, L. (2012). Traits, Skills, & Competencies Aligned with Workplace Demands: What Today's Instructional Designers Need to Master. In P. Resta (Ed.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2012* (pp. 3126-3132). Chesapeake, VA: AACE.

Watson, Sunnie. *Learning Design and Technology Seminar.* 2015*.* <https://cdnapisec.kaltura.com/index.php/extwidget/openGraph/wid/0_u8wual57>