

AI Draft → Expert Evaluation → Revision

Original, Non-Confidential Learning Design Work Sample | Dr. Ryan J. Russell

SCENARIO

A generative-AI draft creates learning objectives for a short manager workshop on actionable employee feedback.

AI DRAFT

- Understand the importance of feedback.
- Learn how to communicate effectively with employees.
- Know how to handle difficult conversations.

EVALUATION

- The verbs are not observable or measurable.
- The objectives provide no performance context or conditions.
- No standard defines successful performance.
- The draft is too vague to drive practice, assessment, or transfer to work.

HUMAN REVISION

- Given a written employee-performance scenario, identify the observed behavior, impact, and next-step expectation with at least 90% rubric accuracy.
- In a 10-minute role-play, deliver a feedback conversation using a Situation-Behavior-Impact plus forward-action structure and meet at least four of five rubric criteria.
- After the practice conversation, document a 30-day follow-up plan containing one observable behavior metric, one manager support action, and a review date.

PROFESSIONAL TAKEAWAY

AI can draft fluent learning language quickly. Human judgment is still required to determine whether the output is measurable, aligned, evidence-informed, and useful in the real performance environment.