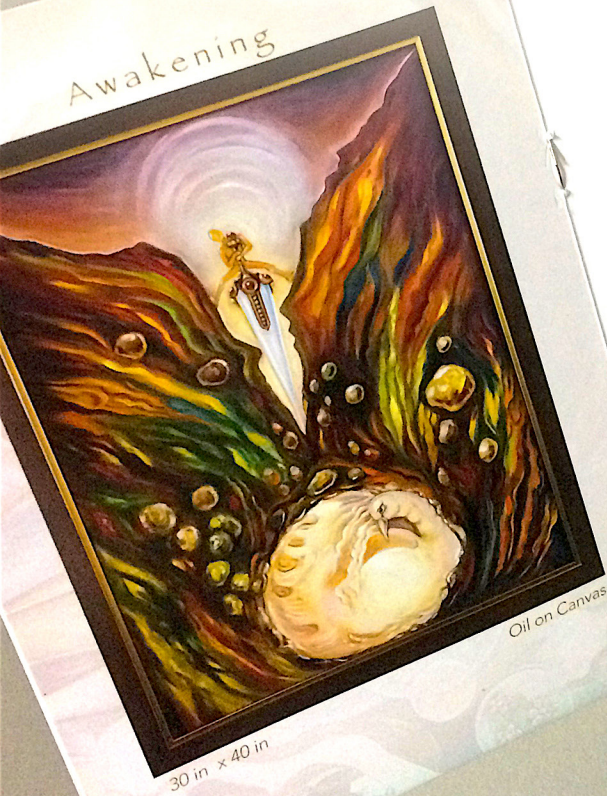




# THE FOUNT

The ID Magazine for the Evolved Learning Professional

OCTOBER 2021



It sleeps fitfully,  
tired and weakened,  
after blinding rage,  
and bouts of impotent outrage.  
Centuries gather dust and dirt,  
pile up rocks and rubble,  
and bury it deep within,  
where it lies forgotten.  
Until the sword,  
tackled by them,  
wielded by you,  
pierces the hard shell of frozen land,  
and rends it asunder...  
And it awakens,  
revived,  
calm,  
ready to take on the world again.

<b>ARTICLES</b> 1. Befriending Empathy 2. Future Reality	<b>Are You Biased?</b>	<b>The ID Anthem</b>	<b>Stop @ ID Junction</b>	<b>Quiz Me Quick</b>	<b>THE PODIUM</b> Featured Guest: Siddharth Gurnani
--	------------------------	----------------------	---------------------------	----------------------	---

# CONTENTS

- 2 Letter from the Editor**  
A short message from Shafali
- 4 FOUNT Article I**  
Befriending Empathy
- 8 The Instructional Designer's Anthem**
- 9 The Double-Take**  
Did you know these terms...or did you just do a double-take?
- 10 FOUNT Article II**  
Pushing the Frontiers Part I  
Future Reality = AR+VR+MR
- 18 Sloth & Froth**  
Sloth explains why he loves Fuzzies.
- 19 Stop @IDJunction**  
Change the way you learn about Instructional Design. Stop at the Instructional Design Junction.
- 20 Are You Biased?**  
Do you suffer from the Curse of Knowledge? Find out.
- 21 Around the Web**  
Read CA-curated articles on ID, elearning, and training, without slushing through the web yourself.
- 23 Quiz Me Quick!**  
Are you an ID-baby, ID-teen or an ID-adult? Answer these five questions and find out.
- 24 The Podium**  
The Podium features Siddharth Gurnani of Accenture. Read his story, "My Journey - The Milestones and the Destination."
- 27 Wisdom & Wit**  
A mix of serious, funny, witty, and wise quotes that jolt you out of your rut-inspired daze.
- 28 Announcements**  
Creative Agni's Calendar of the upcoming online certificate courses/programs and free workshops.

## LETTER FROM THE EDITOR



Dear Friends of the Learner,

Welcome to this issue of The FOUNT.

In my estimate, October beats September in almost everything. The weather is nicer and we are a lot closer to the beautiful Indian winters. We find ourselves looking forward to things that make Indian winters the best winters anywhere. The cozy family gatherings around the room-heaters, steaming cups of tea at the roadside stalls, the soft woolens that keep the side-effects of wolfing down samosas and vadas out of sight.

This October, I am also looking forward to bringing you exciting articles through The FOUNT Magazine and the Instructional Design Junction. If you've not yet started following the [Instructional Design Junction](#), you should do it now. Just click the link above and scroll down until you find the blue "Follow Instructional Design Junction" button.

**I also have a Special Announcement for the Past-Participants of WL/CA ID courses.**

If you have taken an Instructional Design course with me between 2005 and 2018, and have either a Wavelength certificate (contact/online) or a Creative Agni certificate (contact/online,) I have a special announcement for you. I will be conducting a [4-hour Free ID Online Refresher workshop](#) for you. Read the details of the workshop here and apply for it. I look

forward to meeting you once again.

That is all for now,  
I wish you a beautiful October ahead.

*Shafali*

Shafali R. Anand  
Founder & Chief Envisionist  
Creative Agni Consulting and Training  
Editor & Publisher -The FOUNT

Website: [www.CreativeAgni.com](http://www.CreativeAgni.com)

 [On LinkedIn](#)

# Befriending Empathy

By Shafali R. Anand



---

## SYNOPSIS

---

*There was a time when empathy didn't have the celebrity status that it enjoys today. Instead, stoicism ruled the roost when it came to professional relationships of all kinds, including the one that existed between the trainer and the participants. But then, Internet, the greatest of all levelers, happened. It shattered the glass walls and empathy came center-stage. And yet, many eye it with skepticism – wondering whether there's really such a thing, and if there is, then what is it, is it really something useful, and how someone could go about becoming more empathetic. This article attempts to answer these questions.*

---



**T**his morning, I read a post by one of my LinkedIn connections, Aswin Kini. He shared how while he was making a presentation on Zoom, his door flew open and his two sons aged 7 and 4 barged into the room, and he lost the thread of his thoughts. Before he could even be flustered, the stakeholder to whom he was presenting, told him that everyone went through similar situations during WFH. He asked Aswin to take a few moments to comfort the kids and then come back and continue the presentation. Aswin found himself stirred by the stakeholder's empathy. (Read Aswin Kini's full post [here](#).)



**INSPIRATION KIDS & ASWIN KINI**

*Featured above: Aswin with his son Pranav, daughter Anika, and their friends Reshmi and Akruthi. Aswin works with Accenture as an Instructional Design specialist.*

## What is Empathy?

Simply put, empathy is the ability to feel the emotions felt by others. But that is, if you put it simply. Empathy, however, goes beyond the simple and direct. It is not just

the ability to feel the emotions of others, but to feel them the way you would if they were your own emotions; it's the ability to transpose the other person's circumstances around you, and then feel the emotions that the other person may be experiencing.

## Empathy vs. Sympathy

Empathy is vastly different from sympathy, which is feeling of pity or sadness experienced when for someone who has suffered a misfortune. As you can see, empathy swings both ways. As an empathetic person, you can feel happy as well as sad; but sympathy is a one-way street. Sympathy doesn't require you to feel something from another person's viewpoint. Expressing sympathy on someone's misfortune, is a behavior one can learn to exhibit quite easily. It's easy because most misfortunes, such as the lost of a loved one, the loss of a job, financial losses, health problems can all be defined in a fairly objective manner – and there are the “correct” sympathetic responses for each situation, which can be learned.

Empathy calls for a lot more. It requires that we feel the emotion felt by another in almost the same measure, with similar intensity, and then by understanding the other's viewpoint, we respond in a way that makes the other person feel “not-alone.”

## How does Empathy Help?

Empathy helps foster a safe environment both in home and at

work. If we are able to feel what someone else feels, it enables us to behave appropriately, extend the right kind of help if required, or enhance someone's happiness by joining in. Overall, it increases the happiness quotient of your environment.

## Are you Empathetic?

It's easy. Usually your environment will let you know. Do you often hear your family and friends say stuff like, “how can you say that?” “you don't understand,” “there is no point telling you,” “this isn't the time to talk about that,” “I wish you loved me as much as you loved that cat,” and so on...you are dangerously low on empathy. If you want a more objective statement on your empathy level, [here's a test](#) you could (and should take.)

## How Should you Develop Empathy?

If you are too low on empathy, you'd probably pop the question, “why should I develop it at all?” If you did that, perhaps others would learn to empathize with you and life with go on. But if a voice within says that you must explore how you can

begin your journey toward begin empathetic, then here are three things to do.

1. Observe others and Listen to them
2. Wait for your own Response to Bubble up
3. Practice asking the “What if” Question

## 1. OBSERVE OTHERS AND LISTEN TO THEM:

If you are convinced of the usefulness of empathy then you can begin by learning to observe and listen. It can be tough, especially, if you have never done it before. If you’ve always been thinking of what you were going to say next or do next, you have never really listened. *Stop. See. Listen.*

Once you start doing that, you become cognizant of another person’s existence as someone who is similar to you – who has views, feelings, duties, hopes, smiles, aches, demands on his or her time... and so on. For a while, just observe and listen.

Also observe those who make you feel good. What do they

do? Do they respond to all that which you’ve left unsaid? You’ve got a headache that you didn’t talk about but someone made you a cup of tea and brought you an aspirin. How did they know that you had a problem? They observed. Observe the observers and reflect upon their responses.

## 2. WAIT FOR YOUR OWN RESPONSE TO BUBBLE UP:

For a while do nothing else, except observe and listen. You will see others empathize. Watch them and learn from them. And then, after a month or two, you’ll want to respond. Why? Because observation will make you empathize a little – it happens because you immersed yourself into the act of observation. When you respond the first few times, the words that come out of your mouth will sound alien to you. But you will witness the effect your words have on others, and you’ll feel the subtle warmth of satisfaction spread within.

## 3. PRACTICE ASKING THE “WHAT IF” QUESTION:

When you notice something



When you notice something untoward or awkward happening with another person, ask yourself the “what if” question.

- *What if it were happening to me?*

- *What if I were late for a meeting because I was held up in a traffic jam?*

- *What if my kids barged in while I were presenting to a client?*

- *What if I were being interviewed for the first time in my life?*

- *What if I had studied in a vernacular medium school?*

The “what if” question will change the way you react to people. Sometimes, this question wouldn’t be easy to ask or answer – because you’ve never been where the other person is, but if you try, you will be able to empathize – and even a modicum of empathy is better than none.

Developing empathy takes time, but you can do it – especially if

you’ve figured out that it’s a good thing and decided that you want to be more empathetic. Once you’ve made up your mind that you want to be more empathetic, you’ll find it easier to persevere.

## The Instructional Design Connection

Empathy relates to the Affective Domain and this is why you can’t become empathetic by reading an article or attending a lecture.

According to Krathwohl’s Taxonomy for the Affective Domain, Receiving and Responding are levels 1 and 2, toward learning (or unlearning) anything in the realm of likes, dislikes, attitudes, values, and beliefs. Accepting that being empathetic is good for you is the first level (Receiving,) and deciding to develop it is the second (Responding.) Once you cross the first two levels, the next three will become accessible – and if you put consistent efforts you may develop your empathy to a fairly high level.





## *The Instructional Designer's Anthem*

*I am an Instructional Designer.*

*I don't give up on my learner.*

*I don't because I am the one truly on my learner's side.*

*I exist because my learner exists.*

*I exist because the need to learn exists.*

*I am my learner's guide on the path of learning.*

*I create because I burn to make learning happen.*

*My goal is that, to the best of my ability, I help my learner learn.*

*When I design a learning experience, I acknowledge the constraints.*

*I push against them to test their limits, then I find a way.*

*If the budget is a constraint, I find a less expensive way.*

*If time is a constraint, I find a faster, a quicker way.*

*But I never let any of the constraints limit learning.*

*With my goal etched on my heart with a blazing stick of fire,*

*I always find ways to ensure that my learner learns.*

*I am an Instructional Designer.*

*I am \_\_\_\_\_*



## THE DOUBLE-TAKE

How many of the following terms do you know?

1. GOAT
2. Bomorrow
3. Machine Learning
4. Muggle



Here are the answers (jumbled up.)

1. Greatest Of All Time. So the next time someone calls you an old goat, don't grow horns. Remind yourself that it's a compliment not an insult.
2. An outsider into a field. So if the field is Instructional Design, an ID Muggle is someone who'd do a double take on the mention of Bloom's Taxonomy.
3. Machine learning is the creation and application of algorithms and data to make computers smarter by copying the way humans learn.
4. Next business day.

*(The mixed answers would bother only the FOUNT-Muggles and never the SuperGOATs. Others know that by bomorrow, it would be all forgotten and forgiven, at least until machine learning advances to a level where computers achieve singularity. After all, we have no idea what those erudite computers would think of forgiveness!)*

**If you knew:**

- 1 out of 4: Get out more.
- 2 out of 4: Pull your head out of the sand.
- 3 out of 4: You are in the game.
- 4 out of 4: Don't give others a complex.

## FOUNT ARTICLE II

# Pushing the Frontiers - Part I\*

(Future Reality = AR + VR + MR)

By Shafali R. Anand



\*The Part-II of this article will be published in the next issue of The FOUNT. If you aren't a subscriber already, [click here to subscribe](#).

---

## SYNOPSIS

---

*Mixed Reality exists midway on the continuum between actual and virtual realities. While VR experiences cut us off from our current reality completely and our actual reality is made of our plain vanilla non-digital experiences, MR mixes real with virtual in a way that the perception of the boundaries between them is blurred. As learning goes digital, VR, AR, and MR, all are bound to impact learning methods and techniques in the future. In this article, we will peek out the reality of all these realities.*

---

**H**ave you seen the MR Panther and MR Raven videos?

If you haven't, you should view these videos before your read further.

Here are the links.

- [The Mixed Reality Panther](#)
- [The Mixed Reality Raven](#)

I am confident that the first time that you saw these videos, they filled you with awe. You found yourself wondering: *How is it even possible for that huge panther to*

*jump right into the middle of the stadium? How could that gigantic raven fly in and fly out of the stadium? Was it real, surreal, or unreal?*

Well, it was Mixed Reality or MR, which is actually a more immersive AR.

And that brings us to the three terms that we need to understand before we talk further. These are AR, VR, and MR.

## AR or Augmented Reality

AR alters or modifies the reality



by adding relevant digital information to it. Snapchat lenses AR experiences are probably the

THIS ISN'T WHAT I HAD IN MIND  
WHEN I TAPPED CAT-TRACKING!!!



handiest example of AR. (The Face Lenses allow the user change their faces into something else – say a kitten’s or a pup’s face; the World Lenses help you transform the images of your surroundings by adding stuff to them; and so on.)

In other words, AR augments your reality.

## VR or Virtual Reality

VR experiences are pure virtual experiences. So if you are inside a VR experience, you don’t see or hear anything from your real surroundings. If you see yourself flying over the African Savanna, you’ll feel and hear the rush of the air, you’ll hear your own wings flapping, and you’ll see a herd of

African elephants down below. Your heartbeats will rise, just as they would if you were indeed flying over the Savanna.

Recall *Contrived Experiences* from Edgar Dale’s Cone of Experience. VR will draw you into a contrived experience.

## MR or Mixed Reality

Mixed Reality is where the virtual bits mix with your reality in such a way that for a moment you believe that the MR experience is real.

### Now Imagine...

*Imagine that it is 6 AM and your alarm had just gone off. You wake up and see three aliens in your bedroom. One of them offers you his fingerless hand and says hello in a tinny voice. You look around to check whether it is a dream, but you realize that other than those three aliens, everything is where it should be. You turn and look at your bedside table. Last night, you had gone to bed reading *The Fountainhead*, and the book is still lying there, exactly as you had left it the night before!*

*You swallow hard. You know you are in trouble. The aliens are there to take you away. The next season*

*of Taken is going to be about you!*

Yes, the bedroom is real and so are you.

*You lift your hand to touch your face.*

*There!*

*It's the headset! You had fallen asleep with the headset on.*

*You remove it, and the aliens disappear.*

The aliens are holograms that were modeled in a 3D application, and they were fused into your reality through the technology embedded in your MR headset.

### **The Difference between AR and MR:**

This is the difference between augmented reality and mixed reality. Augmented Reality merely augments your reality but Mixed Reality mixes with your reality.

But Mixed Reality is still in its infancy. If I drew a parallel, mixed reality today is what computers were back in 1984, when Steve Jobs launched Macintosh computer

with the first visual interface. (I know...I know... Xerox Alto was the first computer with a GUI and it had inspired Steve Jobs, but) it was that launch of 1984 changed the way computers were perceived by the users. The GUI brought computers closer to people and as computers and their users inspired each other, computers changed the way we lived and worked. I

expect the same to happen with MR, except that it would happen a lot faster.

*So...did the fans in those stadiums really see the panther and the raven?*

*The answer is both Yes and No.*

Yes, they saw it on the stadium's video boards and they could also see it on their mobile devices, through an app.

*No*, they didn't see it happening on the stadium. They couldn't have seen it. At least not without the headset, but if the hologram were actually projected into the stadium, then with the MR headset, they would have seen it happening in the stadium quite realistically from

---

*Mixed Reality is where the virtual bits mix with your reality in such a way that for a moment you believe that the MR experience is real.*

---

wherever they stood.

## How Mixed Reality actually works

Let us understand it by discussing the raven example further.

Since the panther and the raven were both 3-dimensional holograms and the animations were created by feeding in the actual x, y, and z coordinates of the different interaction spots in the stadium, the virtual animations were overlaid or added to the reality of the stadium.

The question then is – why are they being called the MR Panther and the MR Raven? After all, reality is being augmented. Yes, but it's being augmented in a way that it is being mixed with the real...sort of.

Allow me to introduce the concept of Suspension of Disbelief, which will help us understand this better.

## Suspension of Disbelief & MR

*Suspension of Disbelief* happens

when a reader of a book or a viewer of a movie consciously drifts away into the fantastical and rather unreal world of that book or movie, or any other creative endeavor.

If you've immersed yourself in a story to the extent that you "entered" the pages of the book and walked alongside your favorite character, you have experienced suspension of disbelief.

---

*Suspension of Disbelief happens when a reader of a book or a viewer of a movie consciously drifts away into the fantastical and rather unreal world of that book or movie, or any other creative endeavor.*

---

When the fans are glued to the video-boards as they try to follow every nuance of the actual game from a distance, they "enter" the experience and they stop *perceiving* video board altogether. They know that whatever they are watching on the board is real – they feel every emotions associated with it, they are transported into the game, and suddenly a raven flies in! It makes them gasp. They can even see the raven's shadow move across the stadium, their awe transforms into wonder – and this is where the virtual mixes with the real. So, yes, the feeling experienced by the fans in those few moments was very

real.

The same doesn't happen when Snapchat puts whiskers on your face. It augments the reality a bit – but it isn't enough to make you disbelieve your eyes.

## The MR Technology

Before I talk about the technology, I must make a confession. I'll be telling you about the MR technology from the viewpoint of an immature amateur. This is my understanding of the technology, and I don't expect it to catapult you to BL5 in this discipline, especially as even I am toddling at BL1. However, it's my hope that it will inspire you to learn more about it.

I think that headsets are going to be the most popular MR device of the future. I've been noticing its growing use by teachers, trainers, artists, and others. Since MR has two distinct components – the virtual and the real, the technology-requirement can be divided into two as well.

**The virtual part** will be the MR app that users will subscribe to, or buy. This virtual part (for example, a model of the human body that must be studied

by medical students) will be modeled using a 3d-software. The giant raven that you saw in the Baltimore Raven MR Experience was modeled using the Unreal Engine.

**The real part** can be divided into two, and it would be dealt with by the Headset:

1. The world around the user (for example, the lab or the conference room): It needs to be scanned so that the virtual object may be placed in it in a believable manner. For this, the headsets use sensors, cameras, and other types of detectors.
2. User's interactions with the virtual component (for example, the use of a scalpel to make an incision): The user must be able to interact with the virtual component through eye-movement, gestures, speech etc. and for this the headset has accelerometer, eye-tracker, and microphone.

So, we, the users will be requiring a headset or a head-mounted set to experience MR, and I believe this is the way the future of learning will unfold. But it isn't happening in a hurry, because the headsets

are still extremely expensive. And yet, technology always becomes cheaper with time, and we always hunger for more...more awesomeness, more wonder, more newness – and we will soon want MR to come and live with us in our homes.

### ***The Use of MR in Education and Training***

I believe that entertainment has always pushed the boundaries of digital technology and made it grow. When the gaming companies wanted to provide more immersive experiences to the gamers, computers became faster and more powerful on the inside, and smaller on the outside. Now, when we are attempting to merge the virtual with the real, the most popular examples once again come from the arena of games and entertainment.

But while games and entertainment make technological advances popular, such advances create a lasting impact on lives when they enter the areas of education, engineering, medicine etc. They

Here are a few more links to help you expand your understanding of AR, VR, and MR.

- Virtual Reality vs. Augmented Reality vs. Mixed Reality (Check this

also change the way we live our lives by making things easier for us - the way computers did before the turn of century, and the way smartphone did just over a decade ago.

Mixed Reality is still at least a decade away from changing the way we live, but it is already taking steps towards impacting lives by influencing how we learn.

One of the best examples of using Mixed Reality for training purposes comes from NASA. The Jet Propulsion Laboratory at California Institute of Technology has combined the use of Microsoft's MR headset (Hololens) with the imagery received from Mars, to create the Mars-walk experience software called OnSight for the NASA scientists. It allows the scientists to walk through the terrain of Mars and even allows their avatars to see one-another inside the MR experience.

Check out the NASA article at: <https://www.jpl.nasa.gov/news/mars-virtual-reality-software-wins-nasa-award>



article for the different Headset brands. Also read, if you want to experiment with MR.) <https://www.intel.com/content/www/us/en/tech-tips-and-tricks/virtual-reality-vs-augmented-reality.html>

- The Top MR Apps: <https://www.lanner-america.com/blog/top-mixed-reality-applications-today/>
- You can download the PDF of my article [“Augmented Reality and it’s Application in Learning”](#) on AR and VR.

#### Image Credits:

I thank Pixotope for going through this article and granting me permission to use the Images of the Mixed Reality Raven experience that they created for the Baltimore Ravens. Find them at <https://www.pixotope.com>.”

Coffeebeans the Pup with an Education, lives and works at <https://www.creativeagni.com>



*The Part-II of this article will be published in the next issue of The FOUNT. If you aren't a subscriber already, [click here to subscribe](#).*

11-01-SF06

# SLOTH & FROTH

By Shafali R. Anand

SLOTH HELPS US DEVELOP AN AWARENESS OF FUZZIES.

WHAT'S YOUR OPINION ON FUZZIES?

I LIKE THE WARM AND FUZZY FEELING OF FUZZIES.

WHY?

WELL, FUZZIES ARE FULL OF POSSIBILITIES. THEY CAN BE INTERPRETED IN MANY DIFFERENT WAYS. THEY HELP YOU OUT OF STICKY SITUATIONS.

COULD YOU EXPLAIN THAT?

WELL...IT'S SORT OF DIFFICULT TO EXPLAIN. EVERYONE KNOWS WHAT IT IS. BUT NOBODY TALKS ABOUT IT. YOU SEE, A FUZZY CAN BE UNDERSTOOD BY DIFFERENT PEOPLE AT DIFFERENT TIMES IN DIFFERENT WAYS.

SO?

OKAY. LET'S TAKE THIS CONVERSATION AS AN EXAMPLE. ARE YOU NOW "AWARE" OF FUZZIES? IF I SPOKE THE WORD "FUZZY" YOU'D RECOGNIZE IT. WON'T YOU?

WELL...IN A WAY, I AM. BUT...

RECALL THAT I PROMISED THAT YOU'D DEVELOP AN AWARENESS OF FUZZIES. AND SO OUR DISCUSSION DID MEET ITS OBJECTIVE. DIDN'T IT?

IT SORT OF DID...BUT....

AH...SO YOU ARE FUZZILY AWARE OF WHAT FUZZY IS - AND MY JOB IS DONE. THIS IS WHY I LOVE FUZZIES!

**STOP @ INSTRUCTIONAL DESIGN JUNCTION**

*If you are bored of the rehash, if you want to read stuff that answers your queries about those ID theories and models, and if you want to step up, stop @ Instructional Design Junction.*

**Fresh vs. Experienced OR Novice vs. Expert**

Fresh vs. Experienced isn't the same as Novice vs. Expert. Someone who's freshly recruited could be an expert while an experienced person could have chosen not to learn and would have stayed a novice with a schema of randomly collected, never-analyzed experiences.

Read More @

- <https://instructionaldesignjunction.com/2021/08/07/fresh-vs-experienced-novice-vs-expert-learners-instructional-design-blooms-taxonomy/>

**The Instructional Designer's Anthem**

The Instructional Designer's Anthem reminds us of the noble cause for which we work and keeps us motivated. Read it and then download a free printable pdf or the anthem for your workspace.

Read More @

- <https://instructionaldesignjunction.com/2021/09/22/the-instructional-designers-anthem-shafali-r-anand-creative-agni/>

**5 Learning/Training Trends of the Future**

How will the future learner learn? How will technology impact the way training will be imparted? What should we prepare ourselves for?.

Read More @

- <https://instructionaldesignjunction.com/2021/09/23/5-top-future-trends-for-learning-teaching-and-training/>

## *Are You Biased?*



### **Do you suffer from the Curse of Knowledge?**

The *Curse of Knowledge* or the *Curse of Expertise* is a cognitive bias, which manifests itself in our conversations when we assume that our listeners the same knowledge that we have.

If you have ever used abbreviations specific to your organization, industry, or specialization, in front of others who live and breathe in a different environment - assuming that they will be able to understand everything you said, you suffer from the curse of knowledge.

The curse of knowledge usually doesn't have a far-reaching impact if you aren't an instructional designer, a trainer, or a teacher. But we, the IDs, trainers, content-creators, and teachers exist to make learning happen. This is why, we need to be extra careful.

Remind yourself that as an expert, your knowledge of a particular subject far exceeds the learner's, especially that of a novice learner's. This is the reason why you need to step into your learner's shoes before you begin. You need to start by constructing a basic structure of knowledge that will help the learner become acquainted with the subject.

**AROUND THE WEB**

*Creative Agni curated some nice-to-read articles from around the web. Check them out.*

**Why You Need to Use Storytelling for Learning**

In this short and crisp article by Connie Malamed, you will find 10 reasons why storytelling powers up your training programs.

- <https://thelearningcoach.com/elearning2-0/why-you-need-to-use-storytelling-for-learning/>

**The Future of Learning and Development: A New Paradigm or an Acceleration of Existing Trends?**

Tolo Vinent starts this article by providing data that supports a never-before growth in the demand for digital learning solutions and then talks about the need to continuously re-skill and up-skill, so that we continue to remain employable in the changing world scenario.

- <https://www.forbes.com/sites/sap/2020/09/01/the-future-of-learning-and-development-a-new-paradigm-or-an-acceleration-of-existing-trends/?sh=1d389fb06a4b>

**Active Learning for Your Online Classroom: Five Strategies Using Zoom**

This article discusses a framework for active learning (learning that engages the learners through activities that enable thinking) and proposes five strategies that could enhance the effectiveness of your zoom sessions.

- <https://ctl.columbia.edu/resources-and-technology/teaching-with-technology/teaching-online/active-learning/>

**Why and How to Use Video in eLearning**

This article by Steve Penfold discusses why videos are great for learning and gives pointers about how you can create cost-effective videos for



your programs.

- <https://elearningindustry.com/use-video-in-elearning-why-how>

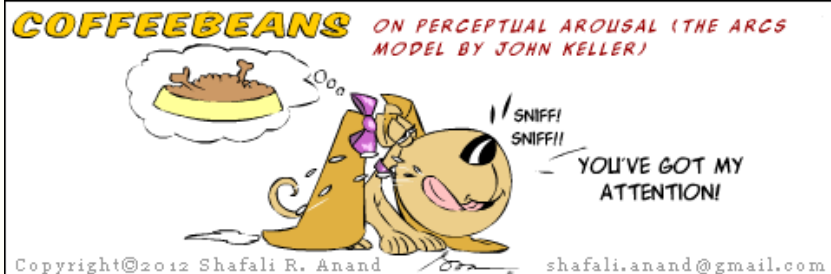
### How Instructional Designers can Overcome Faculty Resistance

This article by Rian Ervin is for instructional designers struggling to establish an SME-connect. Though written from the higher-ed perspective, it can be mapped to any ID-SME relationship.

- <https://www.edsurge.com/news/2016-05-11-how-instructional-designers-can-overcome-faculty-resistance>

#### SUBSCRIBE TO THE FOUNT

[Click/Tap](#) here to get  
[The FOUNT Magazine](#)  
[in your Mailbox](#)



# QUIZ ME QUICK

Here's the October ID Question:

Which of the following is a Bloom's Level 5 competency?

1. Find a cure for an existing illness.
2. Inject a vaccine correctly.
3. Solve a quadratic equation.
4. Control your anger.



Find the answer to this question and answer four more questions at <https://instructionaldesignjunction.com/2021/09/27/instructional-design-quiz-with-coffeebeans-quiz-2/>



## THE PODIUM

# My Journey – The Milestones and the Destination

By Siddharth Gurnani



**M**y professional journey had me don different avatars before I found the one that was made for me.

I started out as an *explorer*, then had a stint as a *teacher* at my own college, after which I became an *editor* at Oxford University Press – and yet, my destination still beckoned me from afar. I had yet to become an *instructional designer*.

Here's my journey.

## The Explorer

After completing my degree in Computer Science, the most common choice would have been a job in software domain, but here I was, experimenting with jobs outside of it. Right from working as a technical support executive to working as a guest faculty in my own college to working as an

Editor - I feel fortunate to have got the opportunity to not opt for a mainstream career and try out different things, thereby breaking the stereotype.

## The Teacher

My interest in education was strengthened when I took up a job as a guest faculty in my own college. The experience of being on the other side of the classroom was so enriching that it made me think and realize that my true calling was *not* being a software developer.

## The Editor

And then came the biggest opportunity I could have ever asked for - working as an Editor with one of the most prestigious publishing houses, Oxford University Press. I feel that was the turning point in my career. I was finally enjoying my work and I could proudly say that I was a part of the Education industry. The nuances of creating a book from a manuscript and taking it to the final print stage gave me a sense of satisfaction of creating something from scratch. And this wasn't a software, but a book, which I believe is a lot more powerful.

*"A book is a gift you can open again and again" – Garrison Keillor*

## Finally... The Instructional Designer

While working at Oxford University Press, I got exposed to the concept of storyboards - something that I never knew would be my first step towards a career. The concept of creating animations from these storyboards caught my attention and I wanted to know more about it. I used to spend more time with the digital team and look for opportunities to work with them and in the process came to know about Instructional Design. I realized that even while creating books we were using the concepts of it, without realizing that it was called Instructional Design.

Yes, Instructional Design is a field that offers so many opportunities to make a huge impact on different types of learners - not just school students but also adult learners. And then I began my research. I wanted to find out more about what skills and training are required to become an Instructional Designer. It still brings a smile on my face when I address myself as one :-)

After reading a lot of articles and researching online I realized I needed some basic training to get started. Something that would help me understand how to approach

any type of content and articulate my thoughts on it. Luckily one of my colleagues told me about Shafali's course at Creative Agni. My first reaction was, "Is it recognized?" Well, other institutes that offered a more popular course were a known brand. All she said was, "I owe it to her." and today, and time and again I echo that sentiment. I say it with lot of confidence, that attending Creative Agni's IDCD course was one of the best decisions of my life. The confidence with which I approached the interview process of the topmost companies, left me amazed. I just couldn't believe that 2 months of training could bring in so much confidence.

Today, I work with Accenture. (Well, Shafali was sure of this too, even as I was going through the course.) This has been my longest stint with any company, and I enjoy the work I do, and I feel proud of the impact I make with my trainings.

My work at Accenture requires me to deal with ambiguity and I love the challenge of it. Creating training materials or designing learning experiences using documents that are scattered all over a client's SharePoint or highly technical documents from a subject matter expert. After all, one key skill required to be successful in this field is the ability to research and

deal with various types of content, and still be able to create learning experiences that are simple, easy to understand, and fun for the learner.

In my current role I am involved in creating different product types, such as classroom and web based trainings, bite-sized videos, simulations, performance support materials, and so on. I love the challenge of creating those materials by gathering and researching content, working with SMEs, client stakeholders; I wait for the media team to come out with appealing graphics and visuals. Honestly, each day is filled with unexpected surprises.

I'd like to leave you with something to ponder upon.

*"No matter where you are from, your dreams are valid"* – Lupita Nyong'O



---

Siddharth Gurnani *currently works as a Management Consultant with Accenture. You can reach him on LinkedIn at: <https://www.linkedin.com/in/siddharth-gurnani-20800924/>*

---

## WISDOM &amp; WIT



I was thinking about how people seem to read the Bible a whole lot more as they get older; then it dawned on me – they're cramming for their final exam.

-George Carlin

In youth we learn; in age we understand.

-Marie von Ebner-Eschenbach

If you want to be the best, you have to do things that other people aren't willing to do.

-Michael Phelps, Winner of 17 Olympic Medals

The highest form of ignorance is when you reject something you don't know anything about.

-Wayne Dyer

The first problem for all of us, men and women, is not to learn, but to unlearn.

-Gloria Steinem

## ANNOUNCEMENTS

## CERTIFICATE COURSES:

**The IDCD Online** (<http://creativeagni.com/idcd/>)

Course Start Date: Dec 05, 2021, Last Date to Apply: Nov 15, 2021

**The IDST Online** (<http://creativeagni.com/idst/>)

Course Start Date: Dec 04, 2021, Last Date to Apply: Nov 15, 2021

**The GeLT Online** (<http://creativeagni.com/gelt/>)

Course Start Date: Dec 04, 2021, Last Date to Apply: Nov 15, 2021

**The IDML Online** (<http://creativeagni.com/idml/>)

Course Start Date: Dec 05, 2021, Last Date to Apply: Nov 15, 2021

[CLICK/TAP HERE TO READ  
TESTIMONIALS/VIEWS OF OUR PAST PARTICIPANTS](#)

## FREE WORKSHOPS:

**The ID Refresher Online Workshop**

[Click/Tap Here to read the details & register.](#)

On: October 10, 2021, Sunday (2 PM to 6 PM), Through: Zoom)



 Creative Agni's Certificate Courses

- The Instructional Design & Content Development (IDCD) Certificate Course
- Instructional Design for Senior-professionals and Trainers (IDST) Certificate Course
- Gamification of eLearning & Training (GeLT) Certificate Online Program
- The Instructional Design for Micro-Learning (IDML) Certificate Online Program

 Creative Agni's Corporate Trainings/Workshops

- IDT: Instructional Design for Trainers (3-Day)
- IDeL: Instructional Design for eLearning Development (3-Day)
- SBeL: Storyboarding for eLearning (2-Day)
- C2D2: Creativity for Content Design and Development (2-Day)
- GoT: Gamification of Trainings (2-Day)
- ISW: Instructional Storywriting and Storytelling (1-Day)
- CT: Cartooning for Trainers (1-Day)
- CWW: Content Writing for the Web (1-Day)

 The Creative Agni Blog & The Fount Magazine

- Visit the Creative Agni Blog.
- Subscribe to The FOUNT - The ID Magazine for the Evolved Learning Professional.