

Instructional design for positive learning experiences

adapted from the ADDIE instructional design model (Molenda, 2003)

Analysis Development **Evaluation** Design **Implementation** · Identify learning needs · Develop teaching · Develop learning · Formative evaluation · Deploy and monitor strategy content instruction · Define objectives · Summative evaluation Determine teaching · Integrate technology · Analyse resources · Data analysis media · Finalise learning · Consider the learning · Identify improvements · Design learning materials environment materials · Consider limitations and · Design assessment risks methods **Technostress Assessment Technostress** Technostress Implementation of **Evaluation** and Management Planning Management Measures Technostress improvement of Management Measures Technostress Management

Technostress Management Planning

Technostress Assessment

Conduct a technostress assessment to understand the potential

stressors and challenges learners or teachers may encounter

when using digital tools and online platforms for learning

Incorporate technostress management strategies into the learning scenario template (design positive learning strategies)

Development of Technostress Management Measures

Technostress Analysis Canvas

Develop positive learning measures (low technostress learning activities, complementary technostress-reduction activities or resources etc.) according to the planned positive learning strategies

Implementation of Technostress Management Measures

Implement proactive positive learning measures to prevent technostress.

Monitor technostress and, if needed, implement responsive positive learning measures accordingly

Evaluation and improvement of Technostress Management

Evaluate the effectiveness of Technostress Management and make necessary improvements

olands, M. (2003). In search of the elusive ADDIE model, Performance improvement, 42(5), 34-37

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