

## **Self-Evaluation**

A significant shift in understanding has defined my journey in instructional design. What once felt abstract is now a structured, systems-based discipline grounded in learner empathy, evidence, and measurable outcomes. This growth has helped me make more intentional design decisions and given me the confidence to support real-world performance improvement.

This mindset evolution reflects growth in the following competencies (Low → Medium):

- 1.1 Enhance communication skills.
- 1.2 Enhance interpersonal skills.
- 1.3 Develop multiple theory perspectives.
- 1.4 Participate in professional development and reflection.
- 1.5 Enhance research/evaluation practice skills.
- 1.6 Practice evidence-based design decision-making.
- 1.7 Maintain professional, ethical, and legal practices.
- 5.1 Develop and apply business skills to plan and manage the instructional design function.
- 5.2 Manage collaborative relationships.
- 5.3 Lead, maintain quality, and manage instructional design projects.

Among the competencies I have strengthened, stakeholder communication, collaborative planning, front-end analysis, and instructional project management stand out the most. In one recent project, I worked closely with stakeholders to clarify goals and expectations, resulting in a more focused and relevant instructional solution. These experiences have taught me to ask better questions, define performance issues clearly, and use data to guide design decisions. I feel confident creating learner-centered instruction aligned with performance outcomes and using evaluation strategies beyond test scores to demonstrate meaningful results.

While I have made real progress, I know there is still more to learn. I continue to grow in designing for diverse learners, validating performance gaps with complex data, and strengthening my budgeting and SME collaboration skills. I have understood that instructional design is not about having all the answers but about staying curious, open to feedback, and willing to iterate. I have embraced challenges by researching, reflecting, and experimenting, and I see growth not as a finish line, but as a continuous journey.

As I look to the future, I bring a strong foundation, a learner's mindset, and a deep appreciation for the evolving nature of this field. Instructional design energizes me, and I am excited to keep learning, improving, and contributing to impactful, performance-driven learning experiences.