Problem:

Workplace microaggressions are often unintentional, which makes them difficult to address. When harm occurs, people frequently respond by minimizing, avoiding, or defending their intent—behaviors that can escalate tension and erode trust rather than repair it.
Many DEI training focus on awareness but provide limited opportunities to practice response strategies in realistic situations.

Solution:
People need an opportunity to go through a scenario-based training that allows them to make decisions on how to respond after there has been harm caused by a microaggression even when the intent was not negative.

Process Overview:
Utilizing the ADDIE methodology. I developed an interactive scenario with a microaggression that allows people to practice how to react when harm occurs in the workplace even if the harm is unintentional in order to repair the relationship and promote workplace harmony.

Analysis & Action Mapping:

Utilizing the Kathy Moore of Action Mapping process to determine that the ability to respond to a harm caused by a microaggression and practice how to address it in the moment would be most helpful to create change in the workplace.

Storyboarding:

Designed a realistic example of a common microaggression that many people experience everyday so that the learner can practice responding to the action in the moment rather than just reviewing a lot of rules. It includes a Vyond animation of the scenario and branching with the decisions.
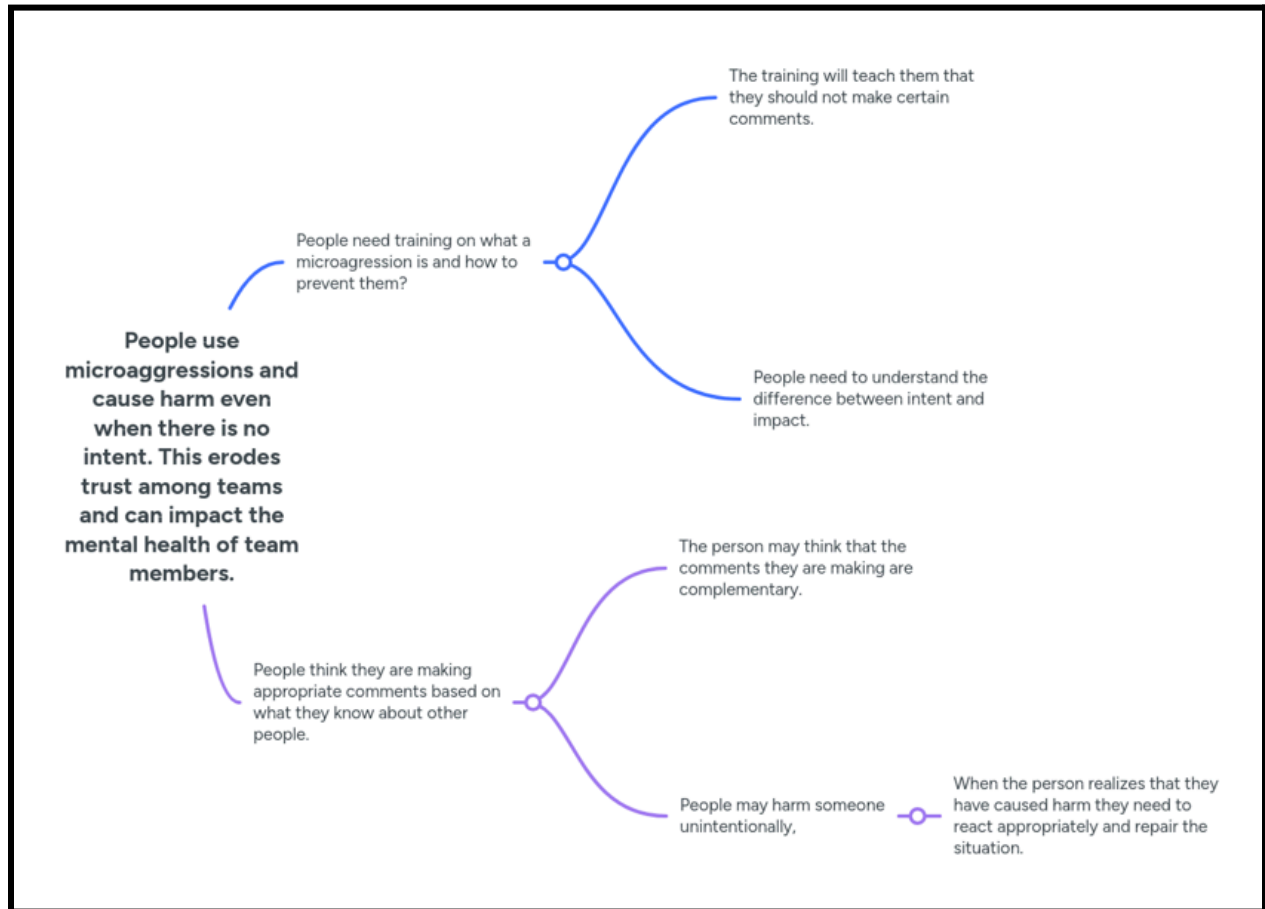
Visual Mockups:
Created visual design systems of mood boards and style guide for the project.

Full Development:
Refined the project based on SME and other instructional designer
feedback, and completed the course.

The Process:

Action Map:

Text-Based Storyboard:

Leslie Glikas

Visuals/Graphic	Script/Audio	Programming/Animation Notes	Comments
Character sits at the desk and types, sits back, gets up and walks to the dog. The character pets the dog, and stands by the dog for the rest of the video. The rest of the scene is the same.	I have designed, developed, and delivered learning experiences virtually, in person, as independent e-learning. I enjoy analyzing the learning needs of an organization and designing the learning experiences to create the behavior changes that the organization needs to see. I'm a talented developer. I excel at evaluating the effectiveness of my training solutions. I'm proficient in Articulate Storyline, Rise, Vyond, and Camtasia. I'm also a lifelong learner who continues to add new authoring tools to my toolkit. I'm currently working on Adobe Creative Cloud. I am a dog lover. I love spending time with my dog Lila, and with my friends and family, I like to travel, and I enjoy a good British crime series. I look forward to talking to you about how I can bring	The character is animated from frame to frame. The character sits at the desk typing and talking. Then the character sits back and talks. Then the character gets up and walks and talks. Then, the character pets the dog, stands up and finishes talking. There is a camera move into the character and the dog when the character pets the dog.	

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Full Development

Takeaways:

This project was intentionally scoped as a short, focused learning experience to demonstrate how branching scenarios can support meaningful DEI learning without lengthy content. Future iterations could expand scenario variety while preserving the core interaction. The intent is to promote the use of the AI-assisted learning tool.