

Chiropractic ID

Adjusting for Alignment



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Occupational
GPTSG.COM

Poll

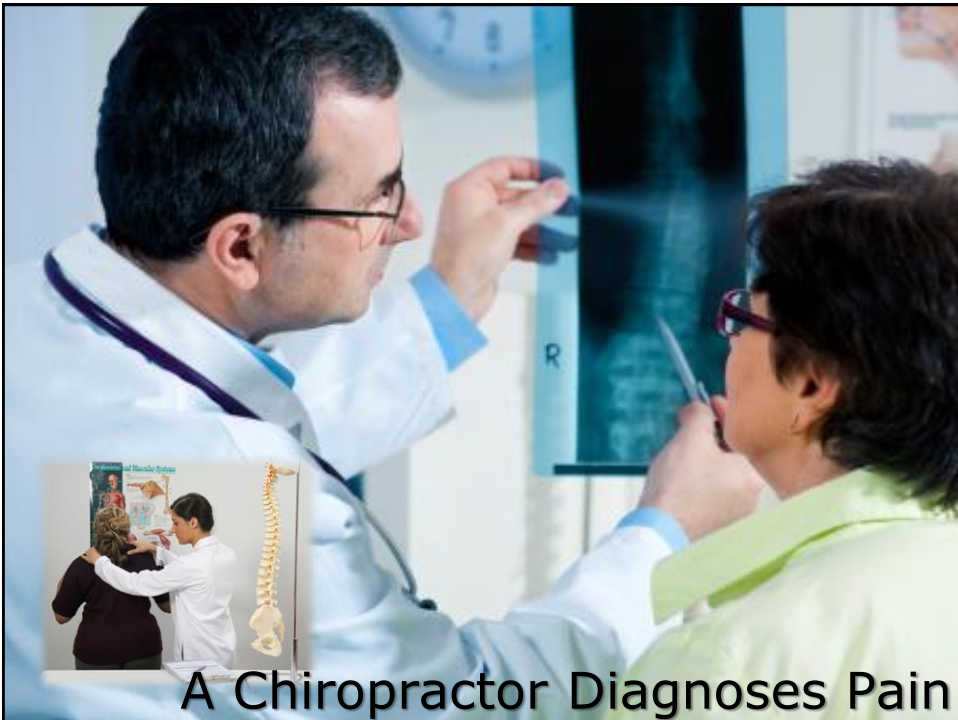
What is your experience with chiropractors?

1. I go regularly
2. I have been a few times
3. I only go when I am in pain
4. I've been once
5. I've never been
6. Chiropractors are quacks

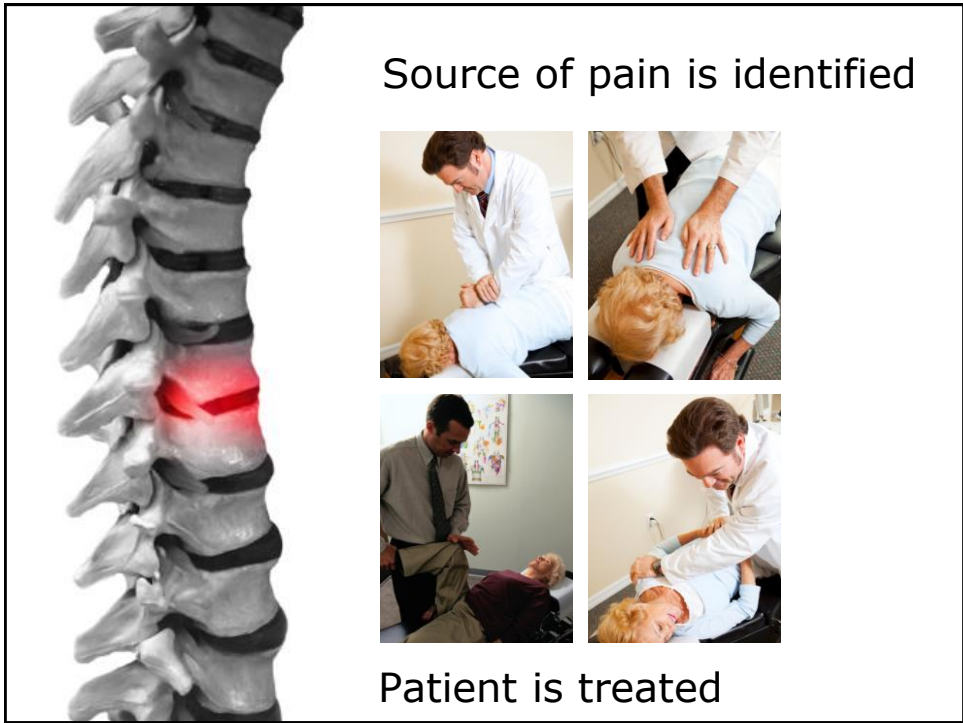


Why do people go?

Something hurts!



Source of pain is identified



Patient is treated

The image is a composite within a black border. On the left is a 3D model of a human spine, with a red glow highlighting a specific vertebra. To the right of the spine model are four small, square photographs arranged in a 2x2 grid. The top-left photo shows a doctor in a white coat examining a patient lying on a table. The top-right photo shows a doctor's hands on a patient's back. The bottom-left photo shows a doctor in a grey suit talking to a patient. The bottom-right photo shows a doctor in a white coat performing a procedure on a patient lying on a table.



Read a Book



Knowing the source of the pain allows for accurate, effective treatment

Treat the Pain



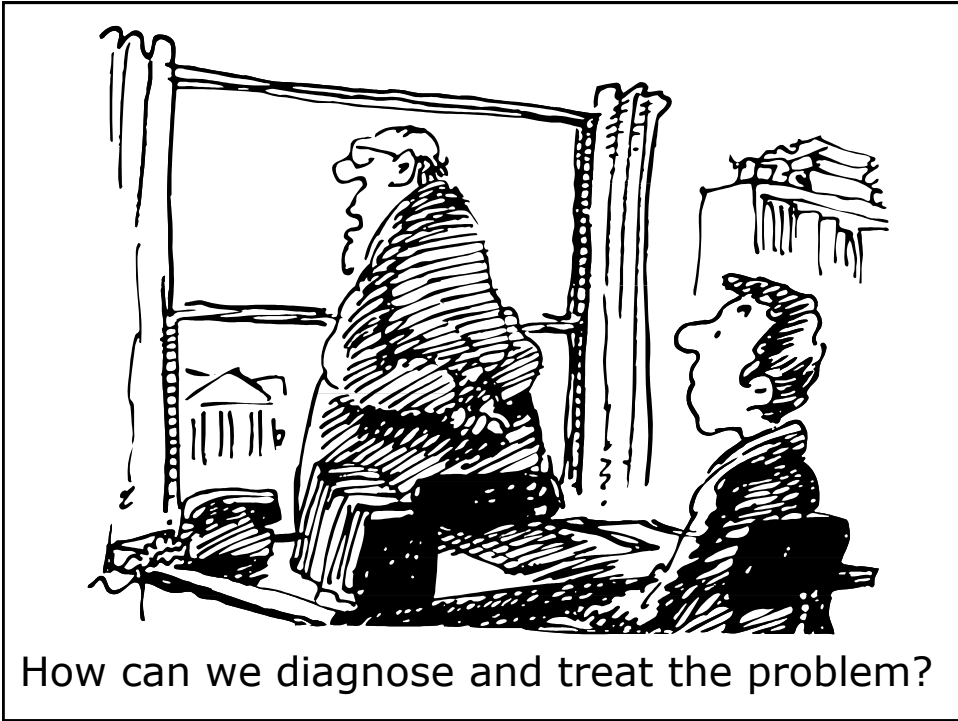
Why do people come to ID?



More often....



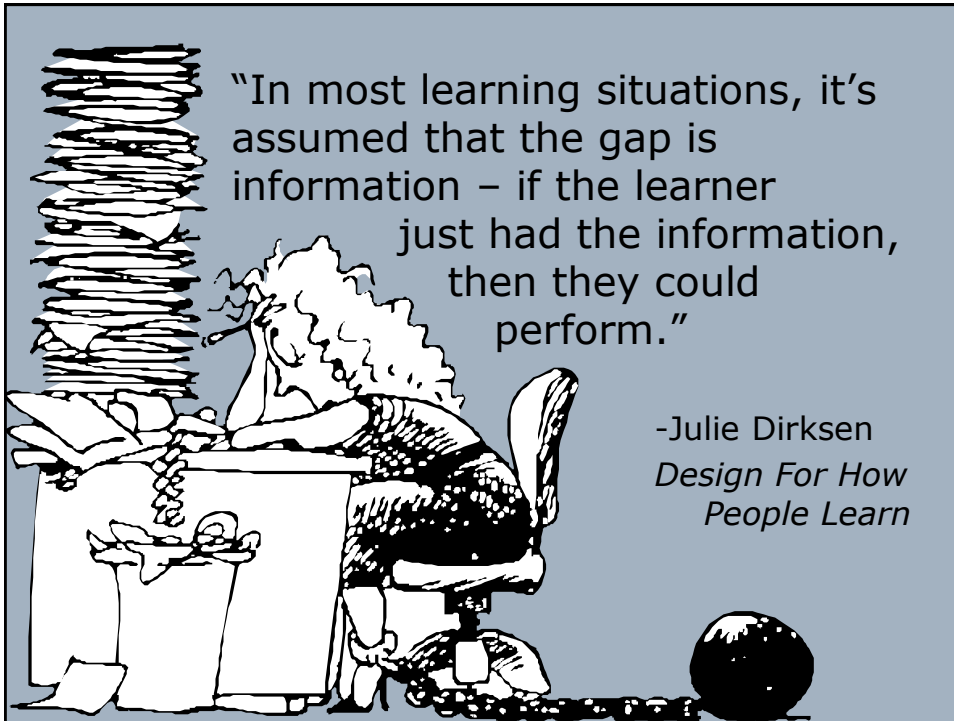




Step One

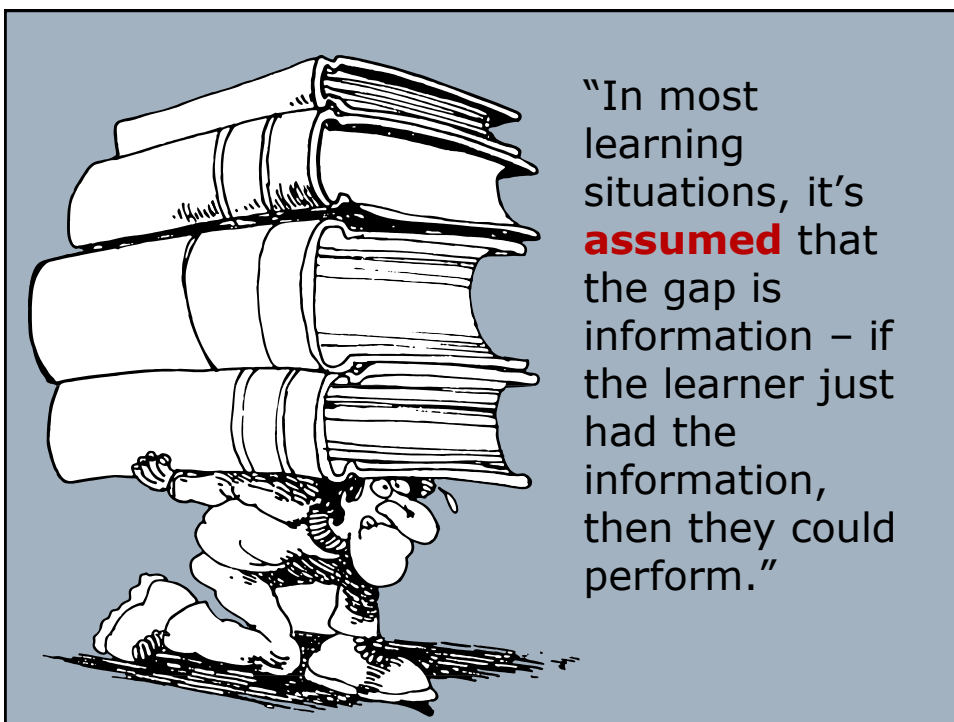
**Clearly identify
the problem**

What's wrong?

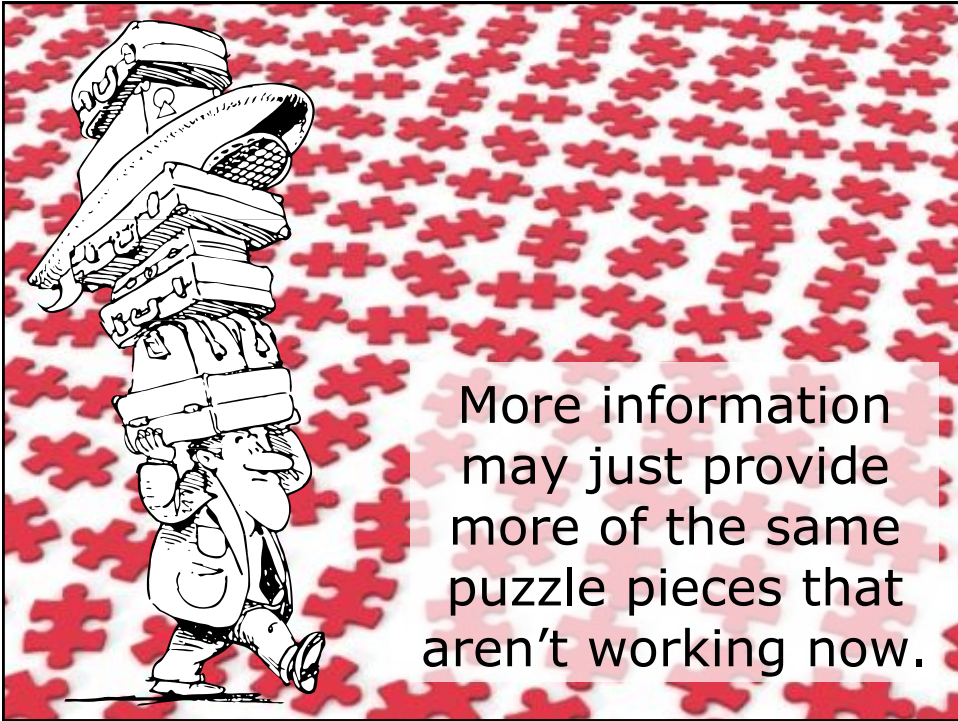


“In most learning situations, it’s assumed that the gap is information – if the learner just had the information, then they could perform.”

-Julie Dirksen
Design For How People Learn



“In most learning situations, it’s **assumed** that the gap is information – if the learner just had the information, then they could perform.”



More information
may just provide
more of the same
puzzle pieces that
aren't working now.

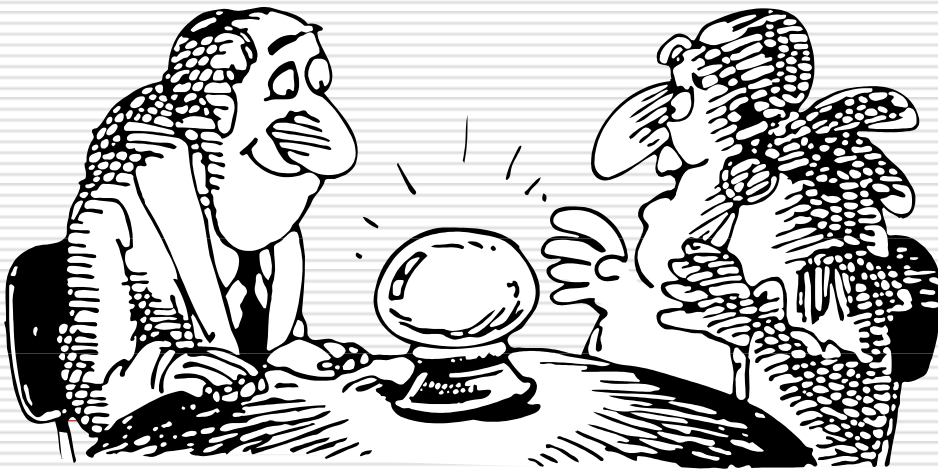


We need to create the piece
that solves the right problem

What's wrong?



Acknowledge Your Role





Show Me the Problem!

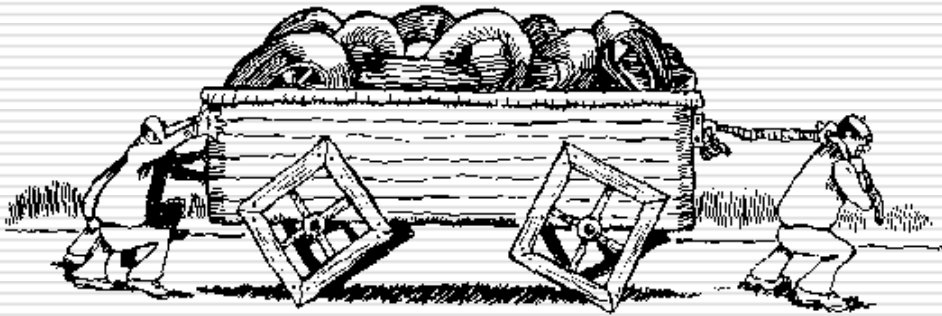
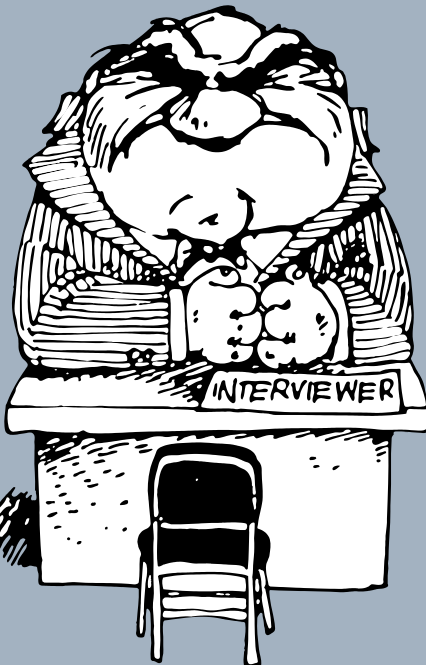


Illustration by Scott Simmerman
www.squarewheels.com

An external view provides a different perspective



State the problem in a sentence

Determine if it is:

- Knowledge
- Skill
- Motivation
- Environment
- Something else

If the problem cannot be stated in one sentence, it isn't clear enough to fix.



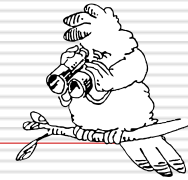
Step Two

**Examine the
root causes**

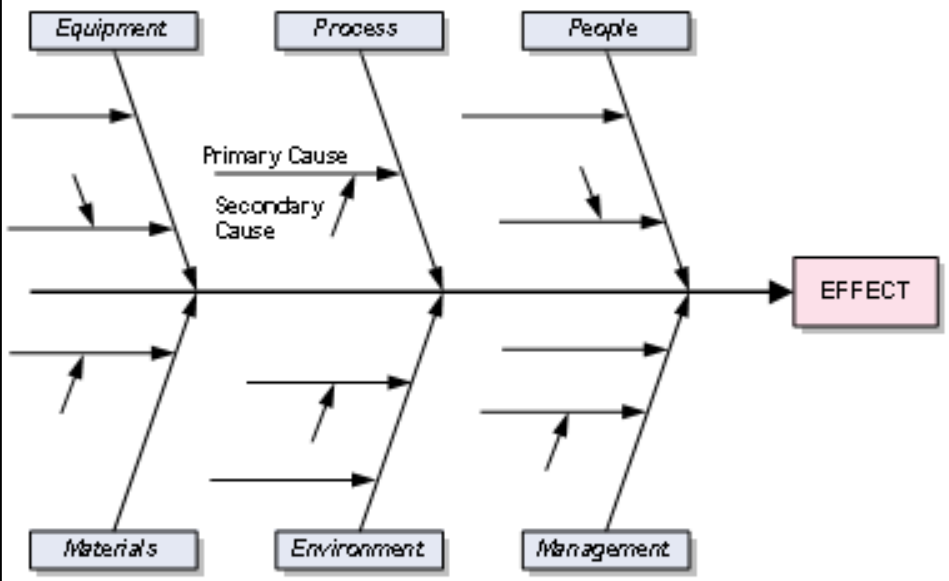
Ask why



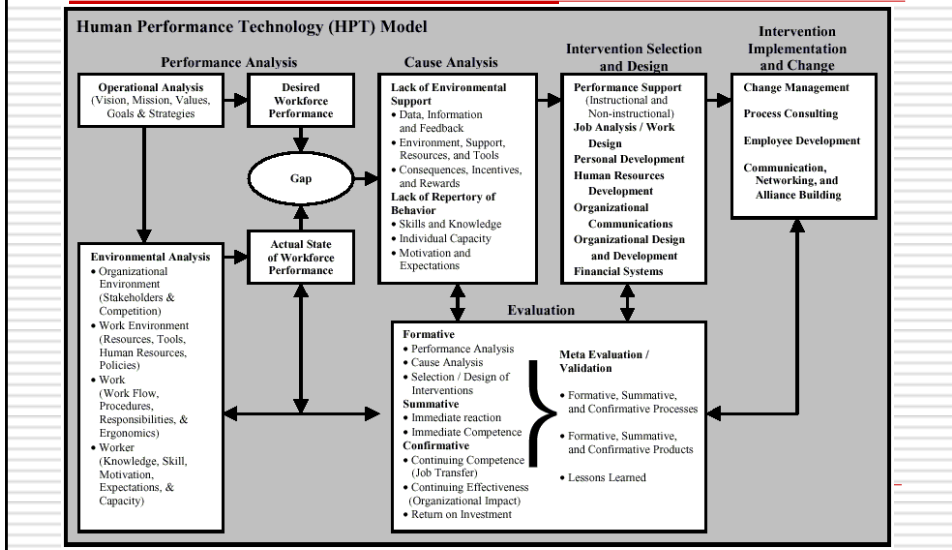
Look and Listen



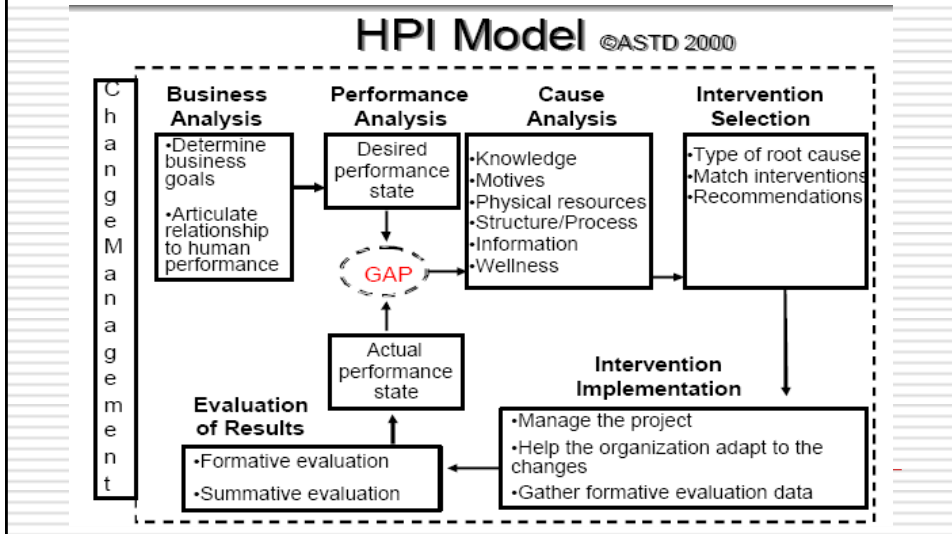
Fishbone



ISPI HPT Analysis Model

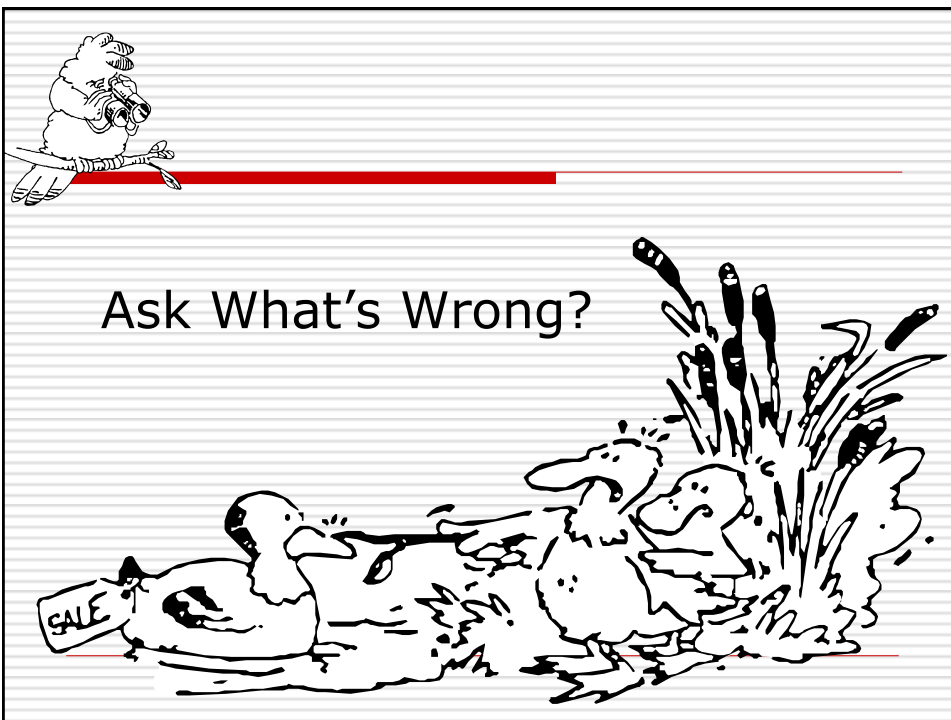


ASTD HPI Model



Six Boxes – Carl Binder

External	Expectations & Feedback 1	Tools & Resources 2	Consequences & Incentives 3
	Skills & Knowledge 4	Selection, Assignment, Capacity 5	Motives & Preferences 6
Internal			

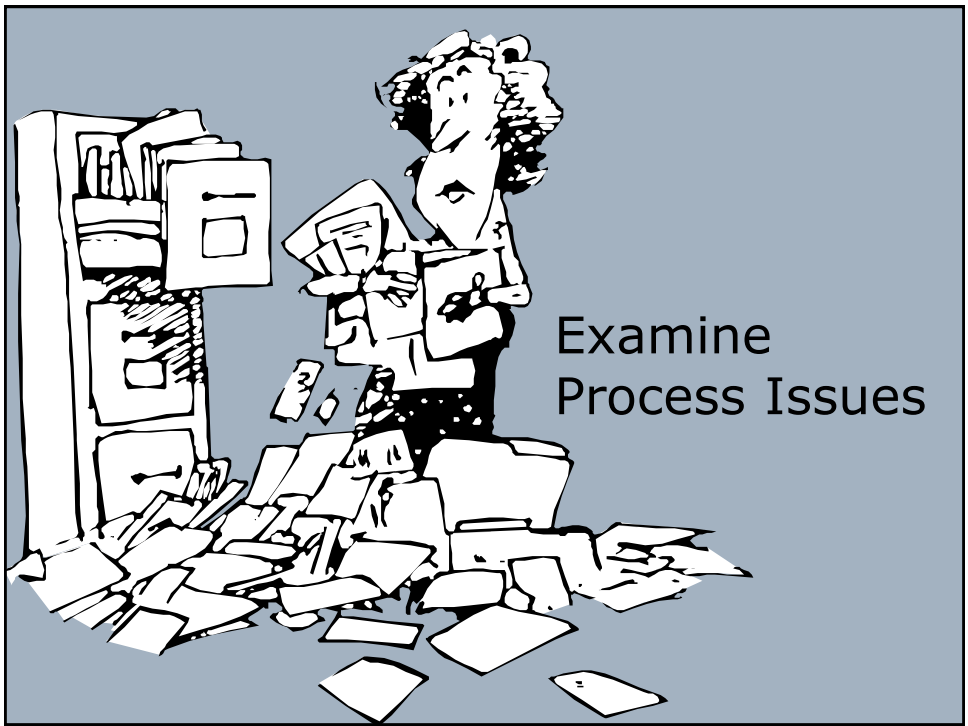
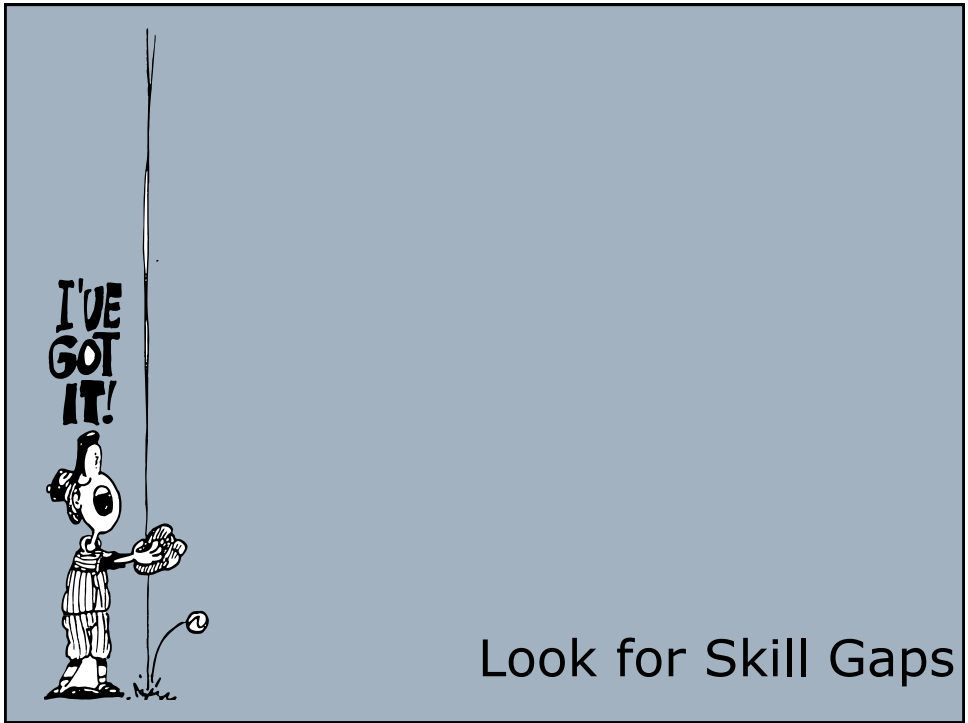




Look at
Exceptional
Performers



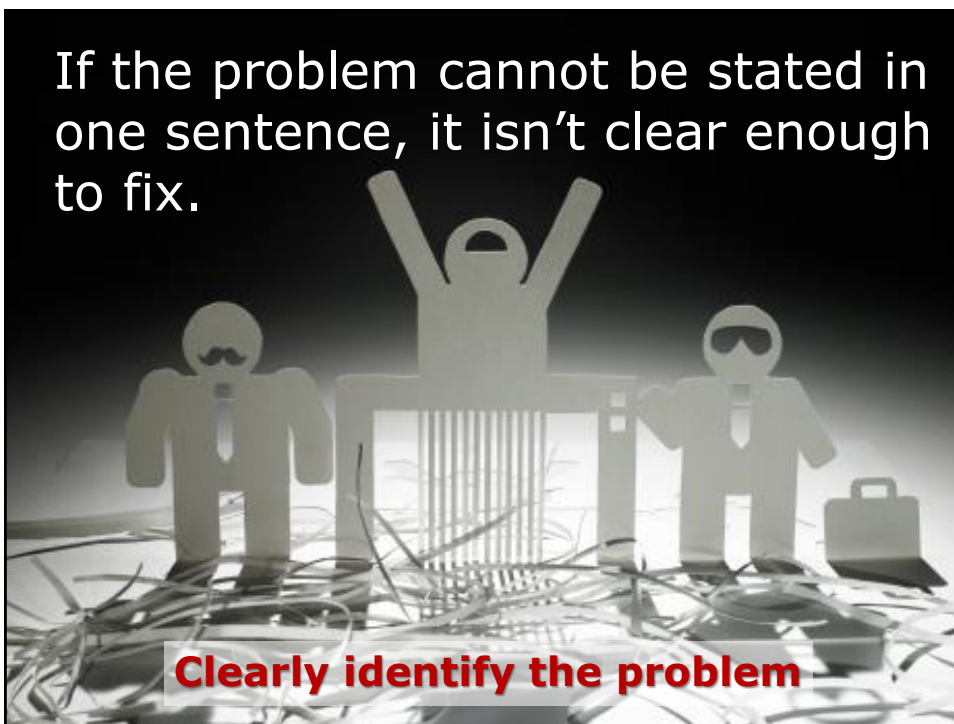
...And those who struggle



...and people
issues



If the problem cannot be stated in
one sentence, it isn't clear enough
to fix.



Clearly identify the problem

Step Three

Determine what they need



What questions do you ask?

- Who?**
- What?**
- When?**
- Where?**
- Why?**
- How?**

Answer in chat



Ask the questions

- Who** needs to do it?
- What** do they need to do it?
- When** will they need to do it?
- Where** will they do it?
- Why** will they do it?
- How** will they do it?



Purpose

- What do they need to be able to do?
- What do they need to know to be able to do it?
- How will you know when they are doing it correctly?



Step Four

Define the purpose of the solution(s)



If the purpose cannot be stated in one sentence, it isn't clear enough.



Clearly identify the purpose

Conditions

How well do they need to be able to do it?

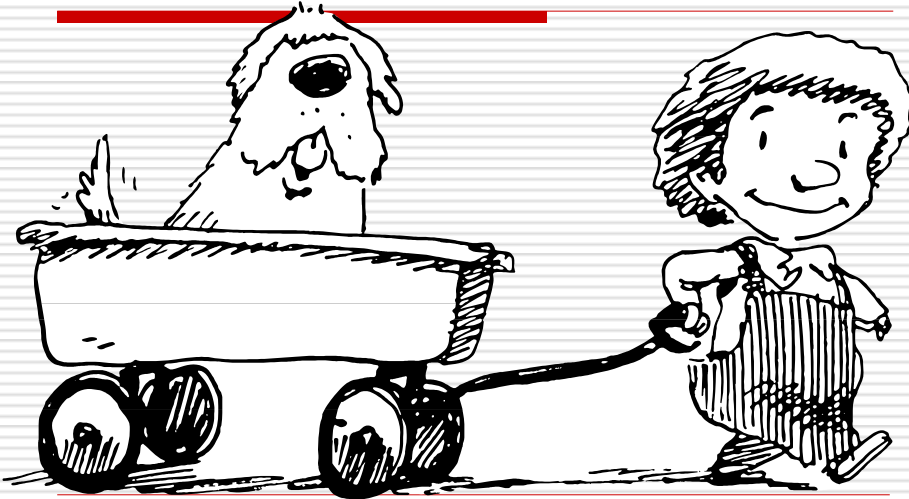


How Proficient Must They Be?



Gloria Gery, 1991

Think Job Aid



Don't build a spaceship when a wagon will do.

Define the Purpose of the Solution

Course Goal

Purpose = Course Goal

Problem



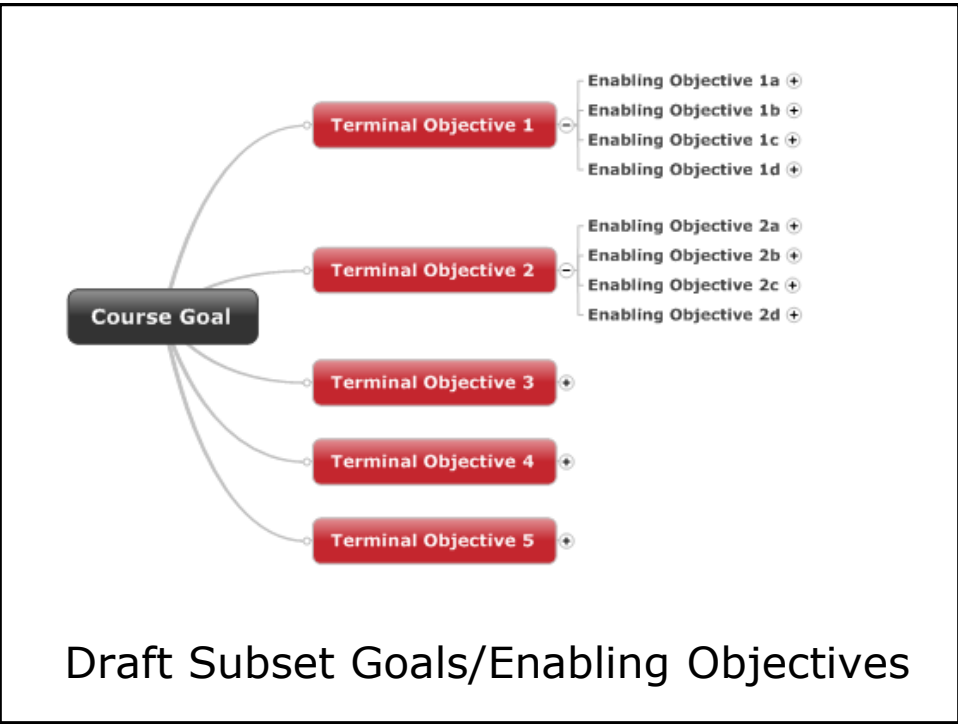
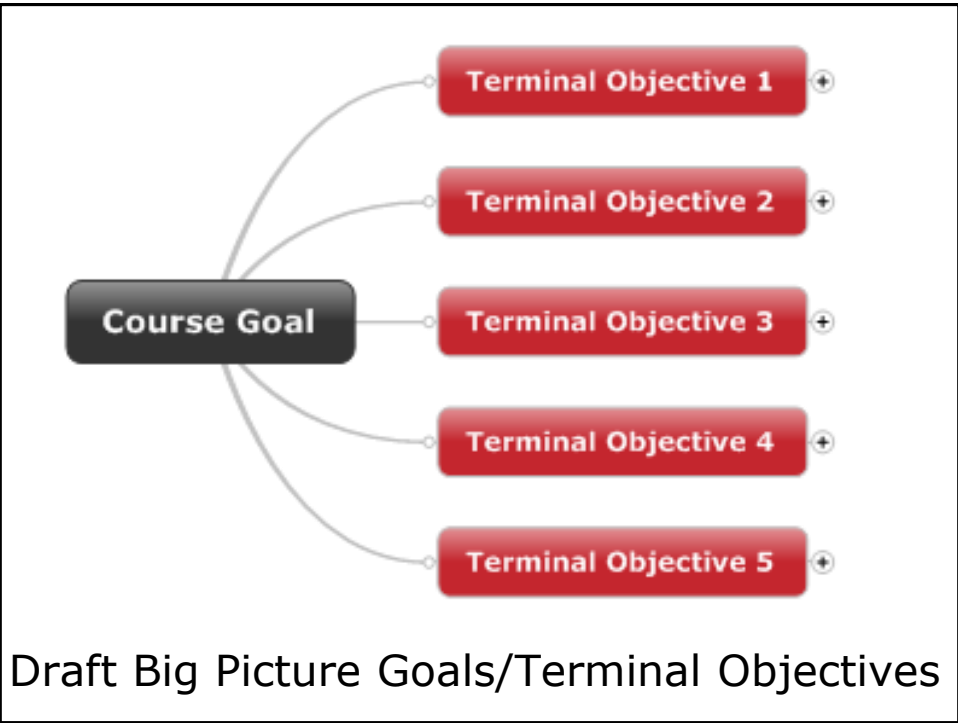
Course goal addresses the problem

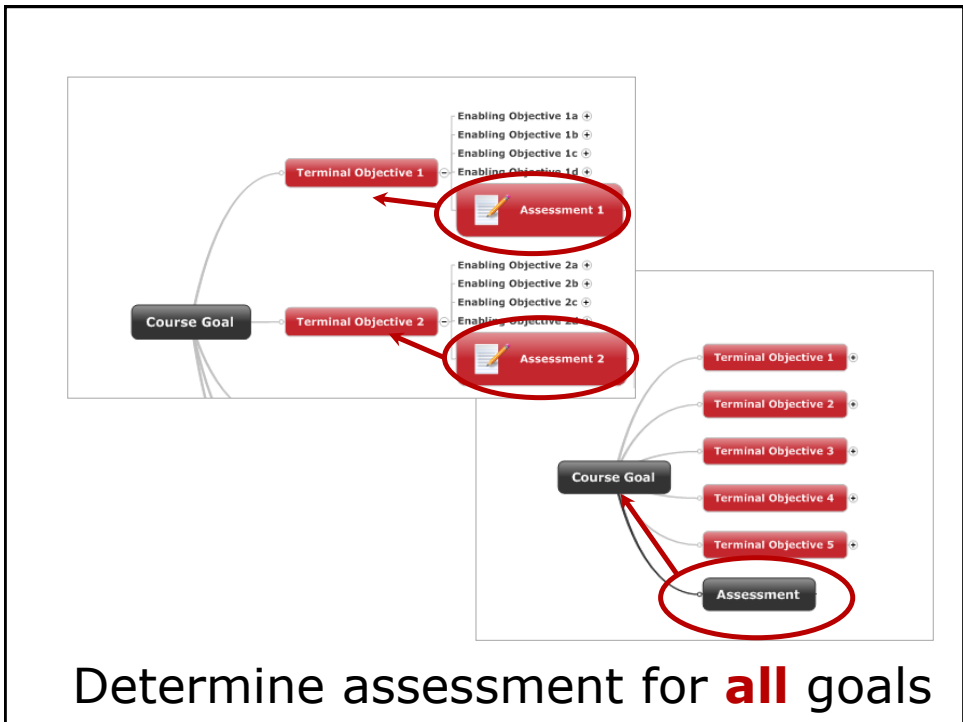
Brainstorm Solutions



No! You need the
picture of what you
are building.



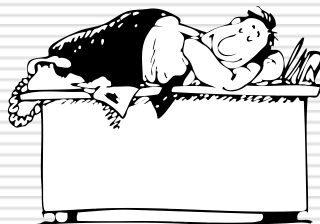




Assessment or Evaluation?



Assessment
measures the
learner



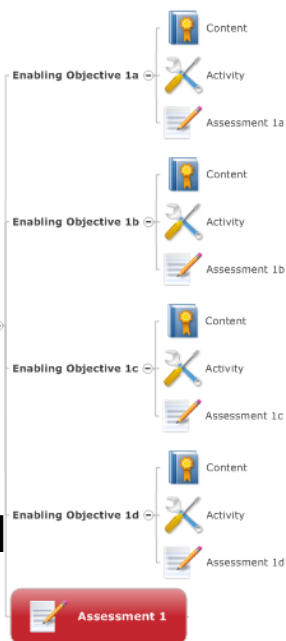
Evaluation
measures the
course success

Add aligning content and activities



Course Goal

Terminal Objective 1



Remember to scaffold
the learning.

Now you can brainstorm!

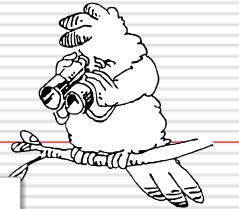


Subject Matter Expert **Baggage**



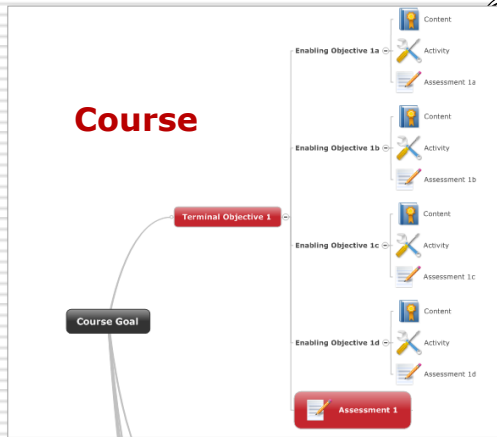


Is it aligned?



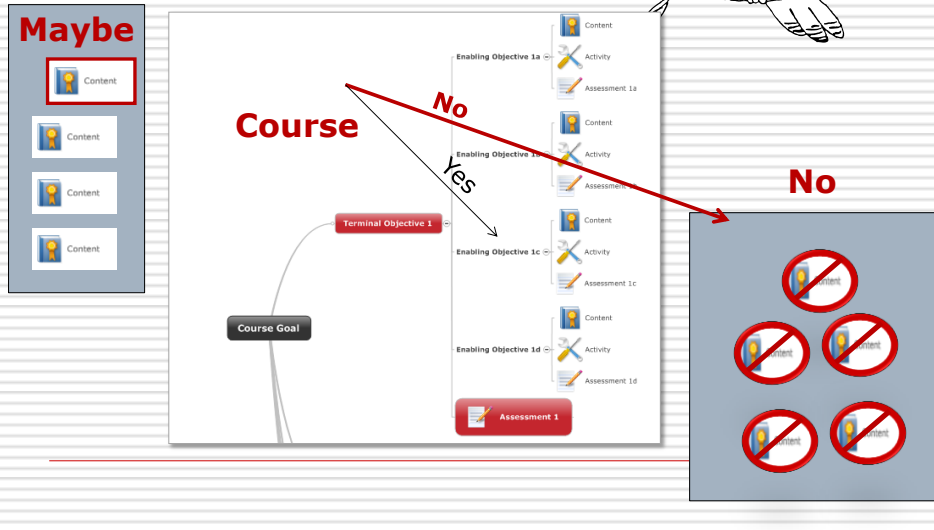
Maybe

- Content
- Content
- Content
- Content



No

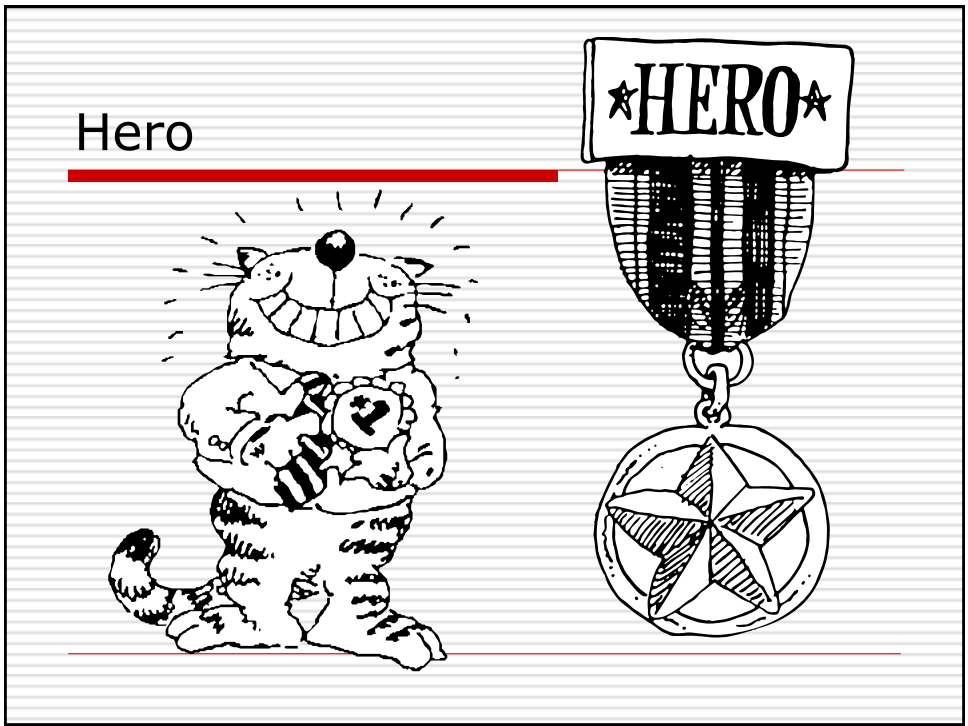
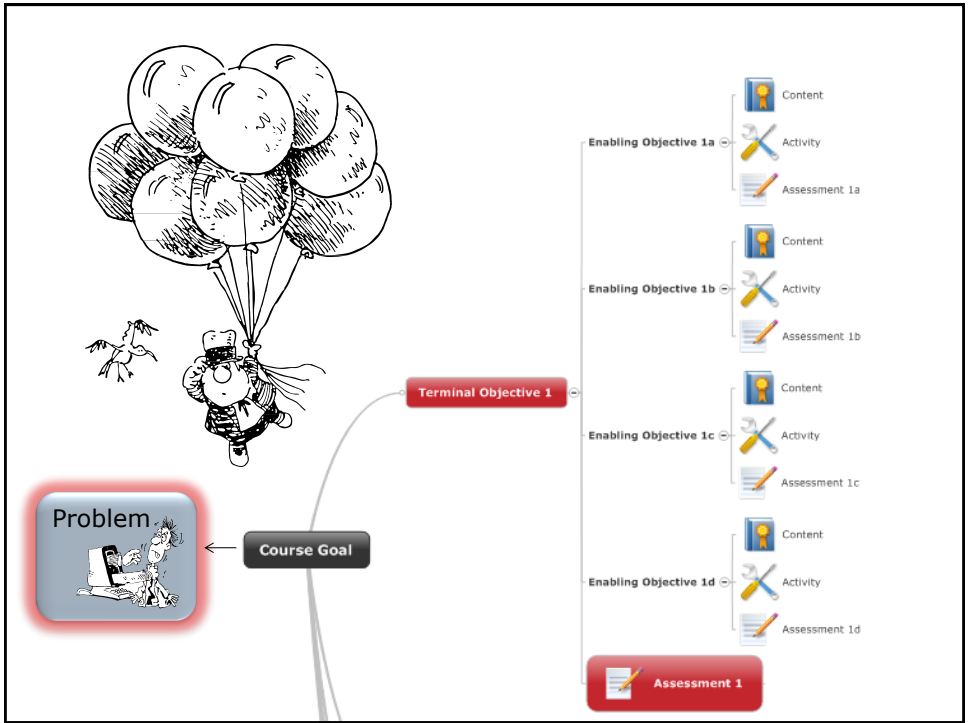
Is it aligned?



Step Five

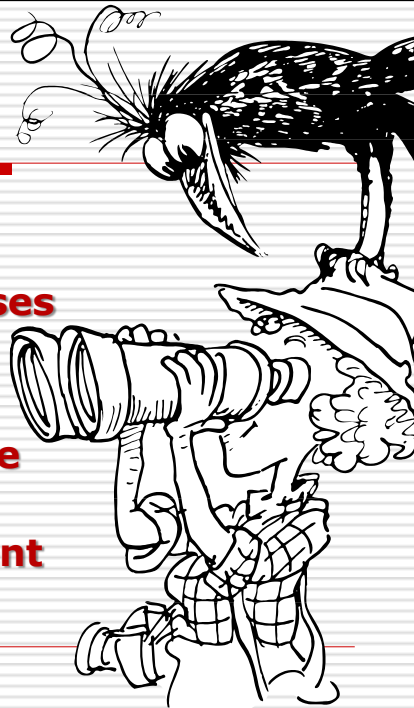
Check for Alignment





Review

1. **Clearly identify the problem**
 2. **Examine root causes**
 3. **Determine what they need**
 4. **Define the purpose of the solution(s)**
 5. **Check for alignment**
-



The Moral of the Story

- If you can't define the problem, don't create a solution!
 - Ensure the solution solves the actual problem
-



For additional info or questions

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Thanks for coming!