

Design Document

Training Title: Early Detection and Prevention of Diabetes: Recognizing Symptoms and Taking Action

Business Goal and Problem	OrionTech employees often overlook the impact of their work habits on long-term health, leading to low participation in the company's wellness program. Prolonged sedentary work, irregular meals, and heavy reliance on sugar and caffeine have contributed to rising health risks, including undiagnosed diabetes. This training aims to raise awareness of diabetes risk factors and empower employees to make proactive lifestyle changes. By increasing health literacy, OrionTech can reduce absenteeism, boost productivity, and foster a culture of well-being.
Target Audience	This training is designed for OrionTech employees—primarily desk-based professionals such as software developers, IT specialists, project managers, and administrative staff. These individuals, aged 25–55, often work long hours in high-stress environments with minimal physical activity. Many rely on caffeine and fast food, with limited awareness of how these habits increase their risk of developing diabetes. The course targets those with a technology background and aims to promote health-conscious routines that fit their demanding schedules.
Learning Objectives	Terminal LOs: 1. Identify early symptoms of diabetes. 2. Apply lifestyle changes to reduce diabetes risk and manage symptoms effectively. 3. Develop a sustainable strategy to maintain those changes in a work environment. 4. Implement a personalized health management plan by identifying risk factors, setting preventive goals, and adopting sustainable health practices. Enabling LOs: 1.1 Recognize common symptoms of early-stage diabetes. 1.2 Describe the long-term health impacts of untreated diabetes. 1.3 Explain the importance of routine check-ups for early detection. 2.1 Differentiate between healthy and unhealthy dietary habits for diabetes prevention. 3.1 Identify common barriers to maintaining a diabetes-friendly lifestyle. 3.2 List strategies to stay motivated and consistent with health changes.

	4.1 Know when to seek medical attention 4.2 Set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) preventive health goals related to nutrition, exercise, and stress management. 4.3 Develop a sustainable daily routine that includes balanced eating, regular physical activity, and proper sleep habits. 4.4 Utilize company-sponsored health resources, such as screenings, wellness programs, and telehealth services, to support long-term diabetes prevention. 4.5 Monitor personal health progress using tracking tools and adjust strategies based on medical feedback and lifestyle changes.
Training Recommendation	Delivery Method: The training is delivered as a self-paced eLearning module developed in Articulate Storyline 360, allowing employees to engage with interactive content, real-life scenarios, and knowledge checks at their convenience across desktop or company-issued devices. Approach: This training uses a scenario-based learning approach, placing learners in relatable workplace situations to recognize diabetes risk factors, apply healthy lifestyle changes, and support long-term behavior change through realistic decision-making and guided interactions.
Training Time	20 mins.
Deliverables	Published SCORM Package For upload into your LMS to track learner completion, assessment scores, and interactivity. Articulate Storyline 360 Project File (.story) Editable source file for future updates, amendments to interactivity, localization, or repurposing. Storyboard Document (PDF or DOCX) Visual and textual reference outlining learning objectives, scenarios, interactions, assessments, and voiceover scripts.

	Voice Over Script Document Finalized narration scripts used in the course, helpful for future audio updates or accessibility transcripts. Asset Folder Organized collection of all visual elements (images, icons, custom graphics), audio files, fonts, and video files used in the module. QA Testing Report Summary of functionality checks (triggers, navigation, scoring) and usability testing outcomes.
Training Outline	1. Recognizing Early Symptoms and Types of Diabetes • Understand the differences between prediabetes, Type 1, and Type 2 diabetes • Identify common symptoms in workplace settings (e.g., fatigue, frequent urination, excessive thirst) • Recognize how high-stress environments and sedentary habits contribute to risk 2. Apply lifestyle changes to reduce diabetes risk and manage symptoms effectively. • Explore the impact of poor nutrition, stress, and inactivity on blood sugar • Learn about common misleading “healthy” foods and practical beverage swaps for snacks and meals. • Identify the best lunch & snack options for the workday 3. Develop a sustainable strategy to maintain those changes in a work environment • Discover small, sustainable changes (e.g., desk exercises, walking meetings) • Understand the value of daily routines in preventing blood sugar spikes 4. Proactive Health Management Strategies • Create personalized SMART health goals • Monitor blood sugar risk factors and track progress

	• Explore ways to stay engaged in OrionTech’s wellness programs Reinforcement Methods Throughout • Scenario-based interactions featuring a relatable character (Terry) • Gamified activities (matching, SMART goal builder) • Two knowledge checks and one final assessment to confirm understanding
Assessment Plan	Level 2 Assessment: Learners will demonstrate understanding through an end-of-module quiz. The final quiz consists of 5 multiple choice questions aligned to the four learning objectives, with a required passing score of 80%. Learners will be able to reattempt the quiz until they achieve the minimum passing score. Two ungraded knowledge check multiple choice questions aligned with LO1 and LO2 will also be included. Learners will have two attempts per knowledge check before they are given the correct answer. Interactive formats like drag-and-drop and scenario-based activities are embedded across all learning objectives to reinforce each topic. These are ungraded but help reinforce key concepts before the final assessment. Level 3 Assessment: Behavior change will be assessed through a follow-up survey or interview 30–60 days post-training. Employees will reflect on how they’ve applied strategies like healthier food choices or movement breaks. Supervisors may also provide insight on observed behavior shifts in wellness engagement. Key indicators include increased use of walking meetings, improved snack choices, and higher participation in OrionTech’s wellness initiatives. This helps measure whether learning translated into sustained health-conscious habits at work.