

How to use this book

Hi there. I'm glad you are here. If you are reading this, I assume you are looking to be employed as an instructional designer. I hope this book provides some answers and guidance you have been looking for. Also, this isn't your typical job interviewing book. This book is direct. If you aren't in to that, you've been warned. If you are willing to check out something informal but packed full of value, welcome. To use this book the way it is intended, however, I have laid out a few guidelines for you to consider.

Keep yourself in the center of the job seeking process

I know how it feels to be grilled in the job interview process. I don't want you to feel overwhelmed more than you are. You are looking for a job for a reason. That reason could be for financial stability or to escape a situation you are not enjoying. Whatever the reason, I've found the performative art of job interviews to be absolutely exhausting. I am at a point now in my career that I know exactly what I want and need to make a job work for me. Throughout this book, I will ask reflective questions that you should consider. Where I see a lot of jobseekers fail is that they forget themselves in the process. You matter and you have plenty of talents to give the world. You have the right to choose who gets those talents. Trust your gut, if it doesn't feel right, it probably isn't for you.

Skip around as needed

Consider each chapter as its own separate thread. I wrote it this way so you can come back and get the information you need just in time.

Instructional design focused

Just in case you didn't catch the title, this book is specifically written for those seeking a job broadly in the learning and development space. I will provide insights for folks who are looking to land either a corporate or higher education role. If you aren't interested in instructional design, you may find this book useful still but please note that this is for the ID crowd.

Activity focused

This book will have plenty of activities, videos and interactions.

Where are you on your ID job seeking journey?

- | | |
|--------------------------|-----------------------------------------------|
| <input type="checkbox"/> | Not ready yet but preparing |
| <input type="checkbox"/> | Starting to put resumes out into the universe |
| <input type="checkbox"/> | Actively interviewing |
| <input type="checkbox"/> | Happily employed just creepin' here |

Please take the time to interact with these as it helps me continuously update this resource 🙏

Don't forget to enjoy your tea

Throughout this book, I will use the phrase "spilling the tea" to indicate there is additional information I want you to know. These sections can easily be found via a callout box with tea cups in the title. As with this entire book, it's rooted in my experience as a practitioner and as a hiring manager. You may find you don't agree with me. That's absolutely fine and I welcome further discussion around the topics. Here is an example of what one of the sections look like:

Spilling the tea on the ATS

Depending on the content you consume, you may see many talk about how the ATS is the world's biggest villain. It has been my experience as a hiring manager that isn't always the case. Depending on the system the organization uses, I've seen ATS "scores" be associated with profiles but actually carry little clout. For example, when you apply it may have your name/information/resume and then rate your

Photo of a callout box of spilling the tea

Where can I find ID job postings?

Here are some places you may want to check out:

Simplyhired, Indeed, and LinkedIn

Since May of 2020, I post remote jobs almost daily on LinkedIn. You can follow [me](#) on LinkedIn and search [#hotidjobs](#) to see past postings.

Note for higher education courses/programs

If you are using this book as part of your instructional design curriculum, please let me know by emailing me at caranorth11@gmail.com. If you are interested and my schedule allows, I'll happily come to your courses virtually so your students can also ask any questions covering topics in this book or covering instructional design at large.



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