

HOW TO TURN YOURSELF INTO AN LEARNING DESIGN

SUPERMAN



JUSTIN SEELEY

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THE HERO WILL SAVE US

In every city, there are quiet professionals working behind the scenes to make others stronger, smarter, and more prepared for what's ahead. They don't ask for attention. They aren't chasing headlines. But they carry the responsibility of helping people grow.

Learning designers have always played this role, quietly shaping the way others learn, adapt, and succeed. They build the pathways others will follow. They solve problems others haven't named yet. And they do it all without a cape, a spotlight, or a signal in the sky.

This is a story about becoming more than a course creator. It's about finding purpose in the work, power in the process, and pride in the impact you leave behind.

Because every profession has its heroes. And in this one, you have the chance to become one!

EVERY HERO HAS A STORY

Yours may have started with a single course, a crash project, or a moment when someone asked, “Can you build a training for that?”

You didn’t have a cape. You didn’t have a plan. But you figured it out. And that scrappy, problem-solving spirit? That was your first superpower.

Learning design isn’t about where you start—it’s about how far you’re willing to go to help others grow. Your journey begins in the shadows of chaos: messy handoffs, scattered requests, impossible deadlines. But every challenge is a chance to build your origin story.

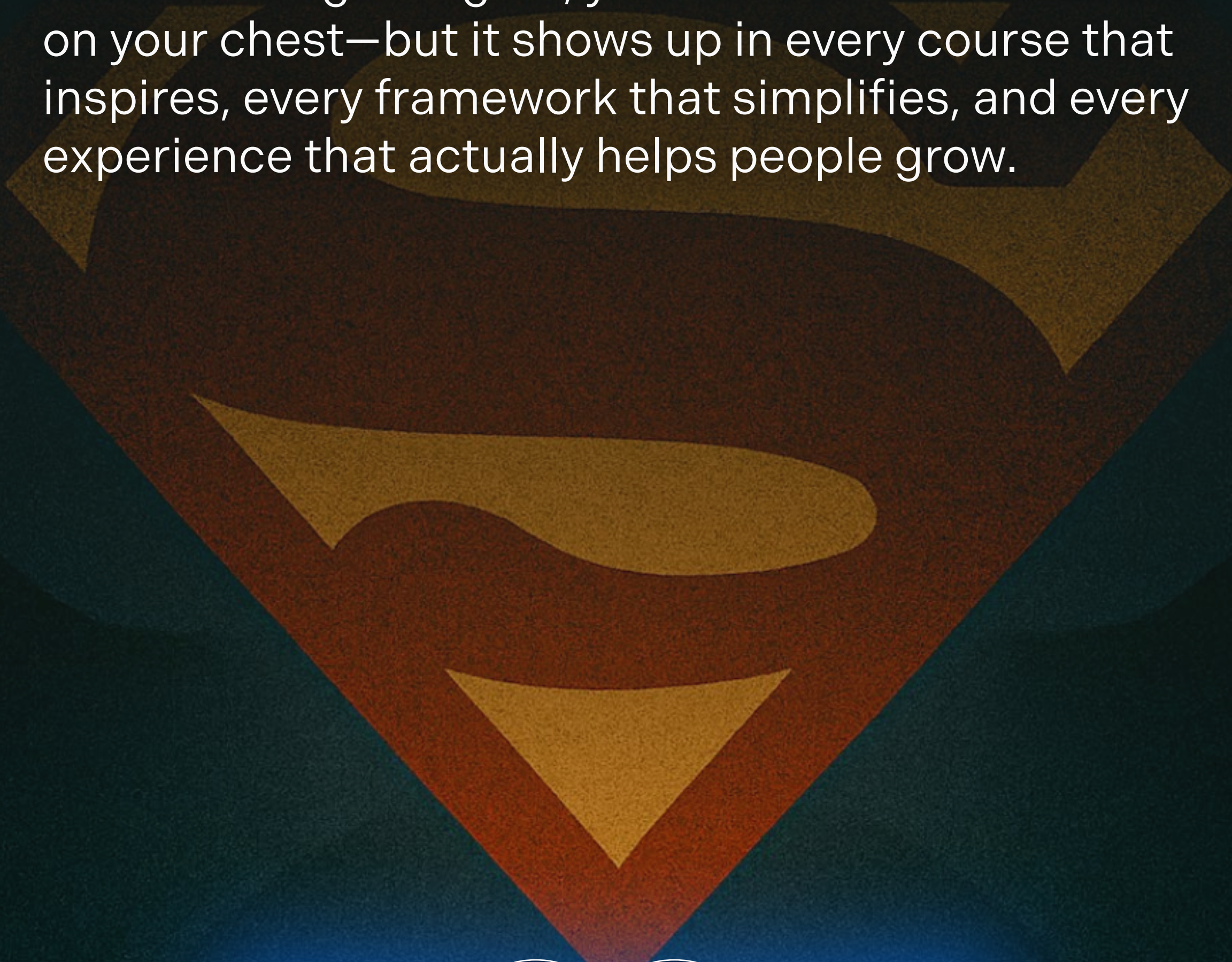
You’re not waiting for someone to anoint you. You’re becoming your own kind of hero.



A CALL TO ACTION...

Superman never needed a beacon in the sky to be summoned. His symbol alone was enough—a bold statement that someone was there to lead, protect, and guide.

As a Learning Designer, your emblem isn't stitched on your chest—but it shows up in every course that inspires, every framework that simplifies, and every experience that actually helps people grow.



**BECOME
THE SIGNAL**

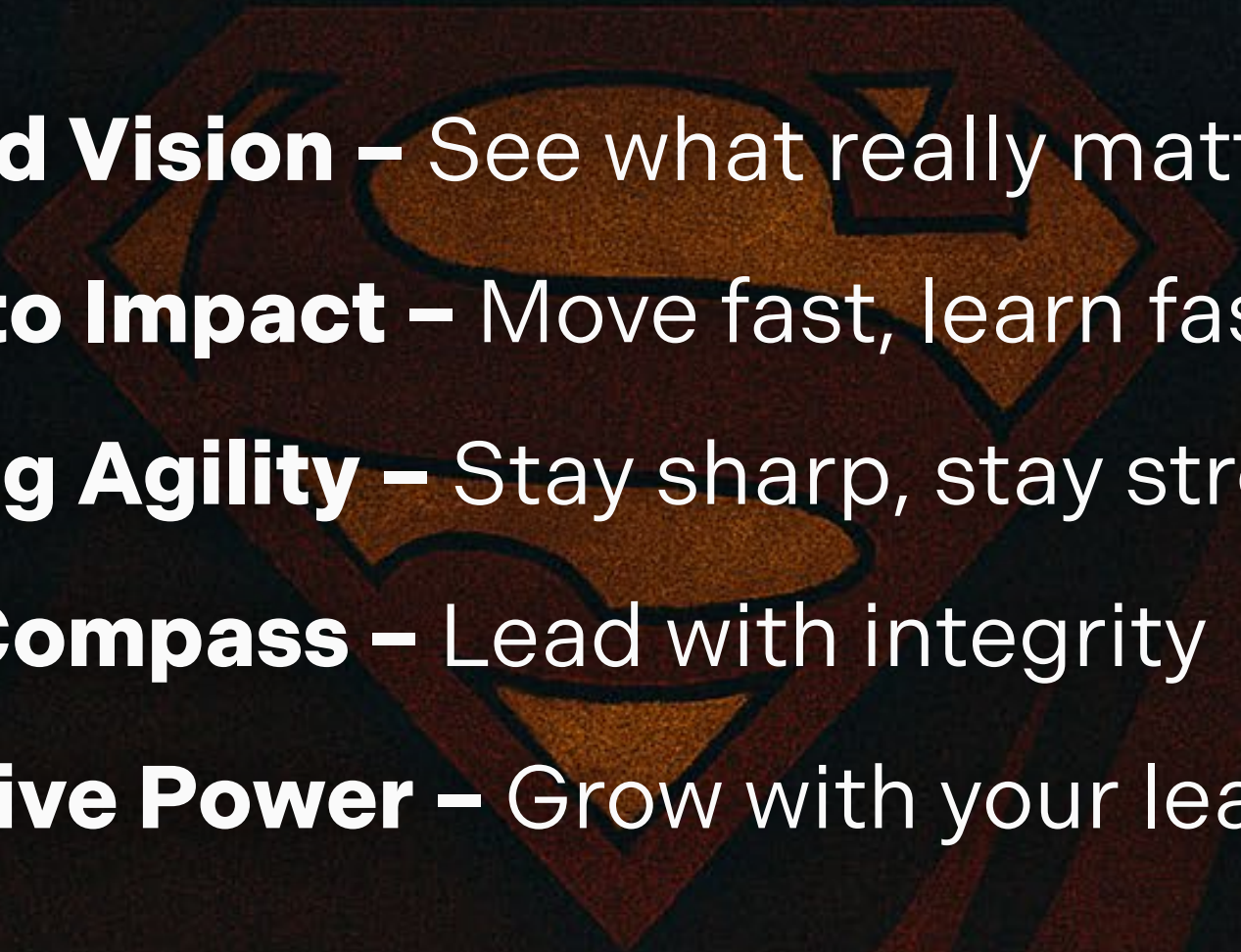
THE SUPER POWERS

Every great hero has powers they didn't know they had. So, you're probably stronger than they think.

To become a Learning Design Superman, you don't need x-ray eyes or super strength.

You need clarity, conviction, and higher purpose than just increasing completion rates!

Here are the 5 superpowers that separate Clark Kent creators from Kryptonians of learning:

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- 1. Focused Vision** – See what really matters
 - 2. Speed to Impact** – Move fast, learn faster
 - 3. Learning Agility** – Stay sharp, stay strong
 - 4. Moral Compass** – Lead with integrity
 - 5. Collective Power** – Grow with your league

***You already have them...
Now it's time to use them.***

FOCUS YOUR VISION

Clark Kent doesn't act on surface threats. He sees through walls to find the real danger. Learning designers should do the same—look past requests to uncover root problems and design for impact.

USE A LEARNER PERSONA
FRAMEWORK. TEST ASSUMPTIONS WITH
REAL USERS. AND ALWAYS PRACTICE
SAYING NO TO FEATURES THAT DON'T
SERVE A CLEAR LEARNING GOAL.



INCREASE YOUR SPEED

The Man of Steel moves fast because lives depend on it. Learning teams earn trust by delivering focused, effective training quickly—moving at the speed of business.

USE RAPID PROTOTYPING TOOLS TO TEST IDEAS. RELEASE IN SPRINTS AND START WITH A “MINIMUM VIABLE MODULE” AND ITERATE. TRACK REAL-WORLD USAGE (COMPLETIONS, DROP-OFFS, TIME ON TASK) INSTEAD OF RELYING SOLELY ON QUIZZES.



LEARN TO BE AGILE

The line about leaping tall buildings wasn't just a flex—it was about potential. Learning designers grow stronger by staying curious, testing new ideas, and building the confidence to take bold leaps when the moment calls for it.

An illustration of Superman in his classic blue suit with a red 'S' and cape, flying through a teal, textured sky. Below him is a stylized, blocky cityscape in shades of yellow and orange. Several large, soft, yellow clouds are scattered across the sky. A white speech bubble with a black border originates from the bottom left, containing text about agile learning.

BLOCK 30 MINUTES A WEEK TO EXPLORE SOMETHING NEW, ACCESSIBILITY, LIKE AI OR LEARNING SCIENCE. SUBSCRIBE TO NEWSLETTERS OR PODCASTS. TREAT EVERY STAKEHOLDER REVIEW OR USER TEST AS A FEEDBACK GYM, NOT A JUDGMENT HALL.

LEAD WITH INTEGRITY

Every hero needs a code. For learning designers, integrity means designing with empathy, making ethical choices, and always putting the learner's experience first—even when it's inconvenient.

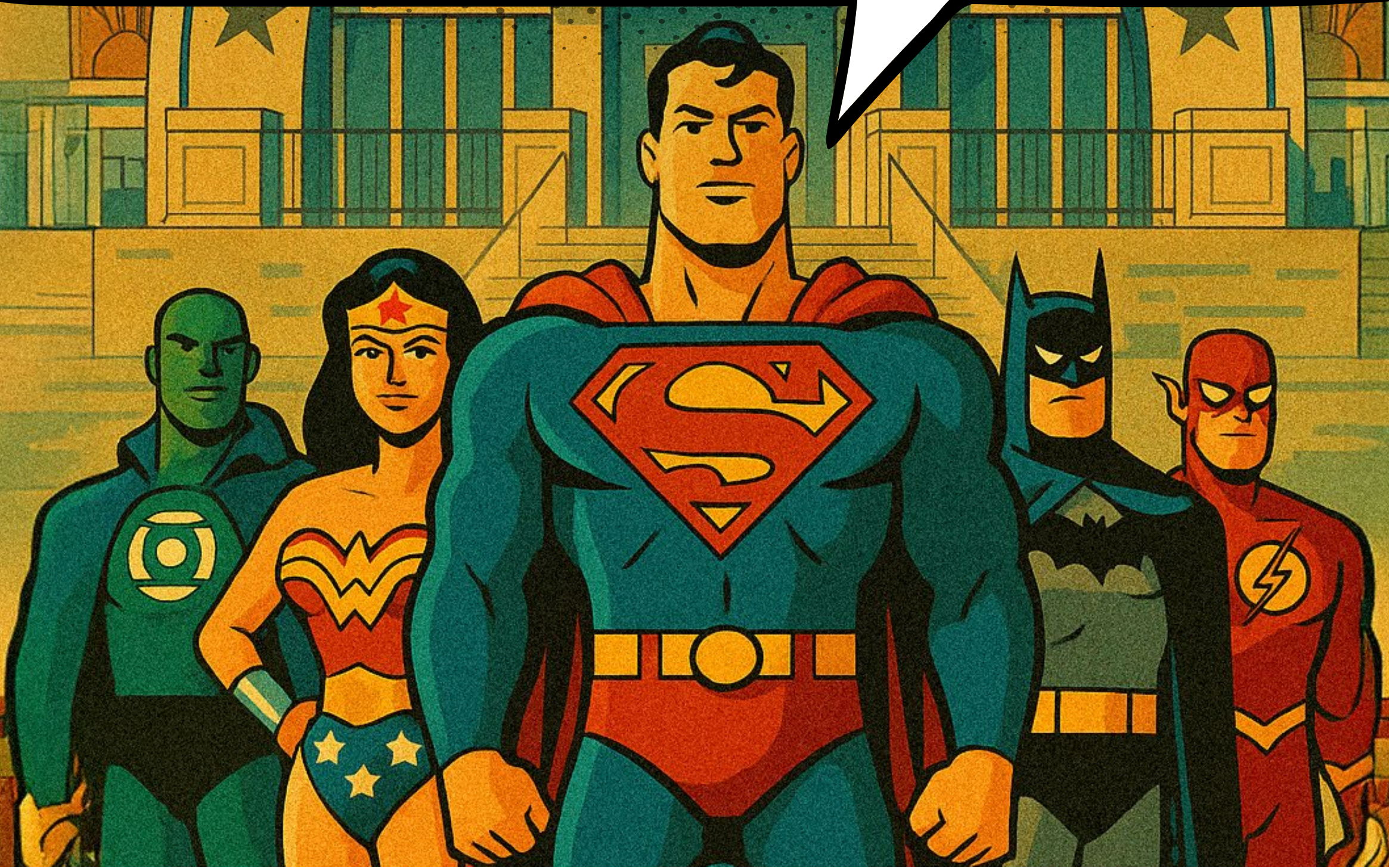
QUESTION THE INTENT BEHIND EVERY TRAINING REQUEST. ARE YOU SOLVING A BEHAVIOR ISSUE WITH CONTENT? MAKE INCLUSIVITY NON-NEGOTIABLE. DESIGN FOR ACCESS FROM THE START. CONSIDER WHAT VALUES YOUR LEARNING EXPERIENCE REINFORCES—INTENTIONALLY OR NOT.



BUILD YOUR SQUAD

Superman isn't alone. He's part of the Justice League. You need a crew too—mentors, SMEs, reviewers, other IDs.

BUILD FEEDBACK INTO YOUR PROCESS. DON'T JUST DESIGN SOLO AND LAUNCH. JOIN ONLINE L&D COMMUNITIES OR RUN INTERNAL DESIGN REVIEWS. TEACH OTHERS WHAT YOU KNOW. SUPER STRENGTH MULTIPLIES WHEN IT'S SHARED.



REVEAL YOUR INNER HERO

You've mastered your powers—clarity, speed, adaptability, integrity, and collaboration—and now it's time to step into the spotlight. No more hiding behind job titles or waiting for permission.

Own your role as a force for growth. When you show up fully, with purpose and confidence, you stop looking for the signal—and become it.





THE END.

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