Extreme employee training makeovers: before and after AI

Real examples and expert tips to create better eLearning with AI support

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Introduction and table of contents

Get oriented and jump ahead to the examples that most interest you

Inside this guide

What does the AI revolution actually mean for eLearning? In this e-book, you'll learn how creators like you can use AI to design engaging, effective training faster than ever.

Unlock the potential of AI tools built for eLearning

Generic AI solutions can improve efficiency, but AI tools built for specifically eLearning can take your creations to the next level. Learn how to harness purpose-built AI to create quality training at speed.

Explore real before-and-after examples created with AI

Follow along as we compare how course authors created training before and after using AI built for eLearning. All examples using AI built for eLearning. All examples featured in this e-book were created with AI Assistant, Articulate's fully-integrated AI tool designed for eLearning.

Get practical tool and prompting tips

AI is only as good as the direction you give it. Learn simple yet powerful ways to craft effective prompts and start applying these techniques to your own training creation projects right away.
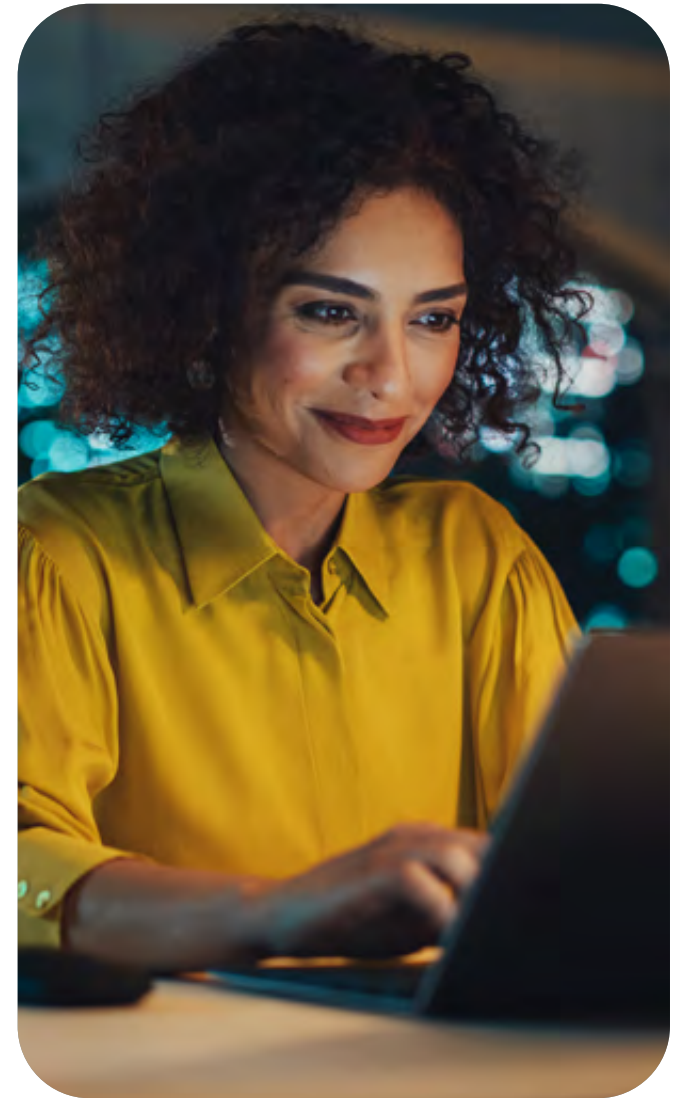
Table of contents

Flip through the e-book from start to finish, or click on a link to jump ahead to the section that catches your interest.

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Before-and-After AI Gallery

Real examples of employee training
transformed by human-directed AI

Content generation

Partner with AI to generate quality course outlines, content blocks, or first drafts.
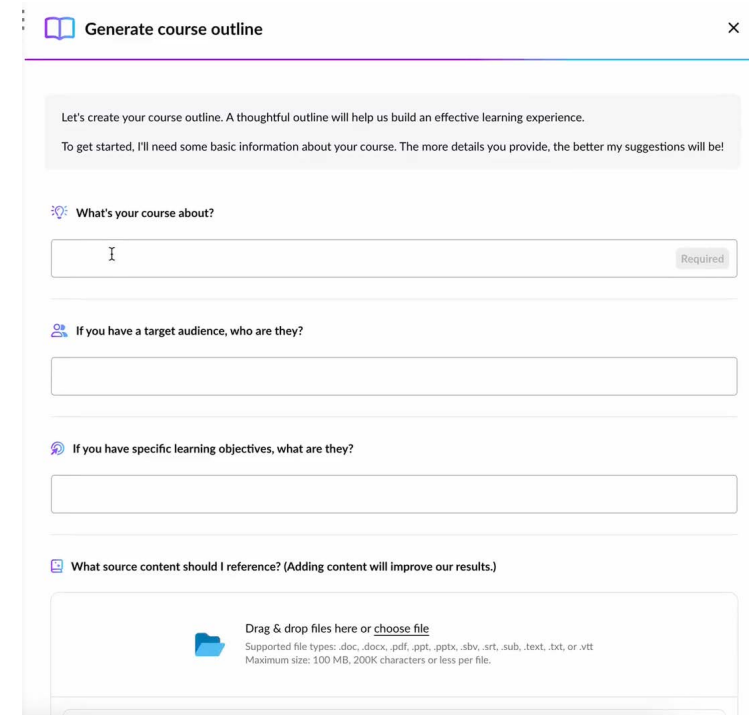
Course outlines

Before

The course author starts with a blank page which means they must copy and paste from source materials or start from scratch. The process is time-consuming and tedious.

After

The author chooses a topic and quickly describes their audience and learning objectives. Then, they upload their source materials, and boom—AI creates an editable course outline with the information provided.

Click to expand and play the video below showing how AI can take you from a blank page to course outline in less than 30 seconds.

New text

Before

The course author has a rough idea of the topics or key points they want to cover, but they're stuck on how to flesh them out.

After

AI transforms raw ideas and subject matter expertise into fully developed, quality eLearning content.

Click to expand and play the following video showing the before-and-after results.
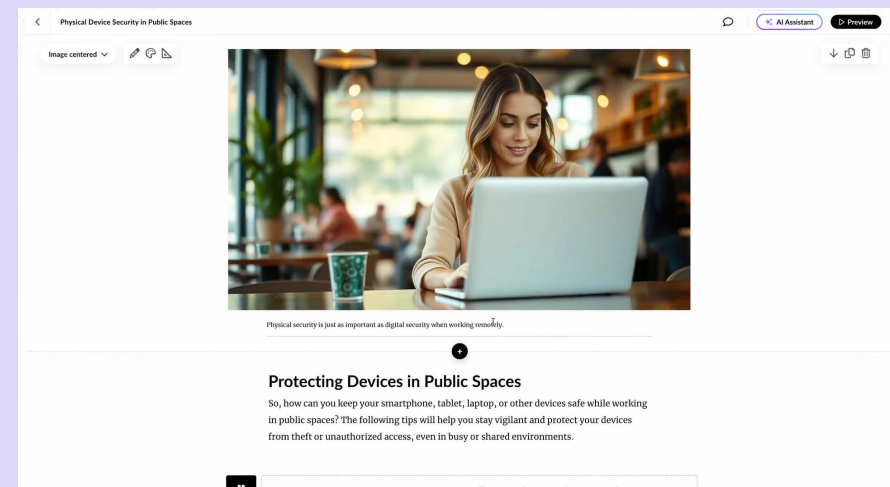
The course author prompts AI to, "write a concise, yet engaging and actionable list of best practices for physical device security in public spaces. Include things like staying aware of your surroundings, using a privacy screen, etc."

Tool tips

1. Break down larger requests

Instead of asking AI to generate an entire course at once, break it down into smaller sections. Iterating step-by-step helps maintain quality and provides checkpoints for you to redirect results as needed.

2. Add a source

Upload relevant research, company, or source documents for AI to reference. Even a simple bullet-point outline can help.

3. Specify your audience and learning objectives

AI works best when it knows who it's creating content for and why. The more context you provide, the more relevant the output will be.

For example: "Create a training module outline for new sales reps learning how to overcome objections related to costs or budget."

4. Direct the content focus

Provide a general idea of what you want, and AI can help refine and expand on your input. If you don't like the first response, add or remove details to shift the focus.

For example: "Explain the benefits of a growth mindset, but also address its limitations, including societal and structural inequalities. Give specific compare-and contrast examples of what a growth mindset can and cannot do."

AI content generation is like cooking—you need to continually "taste" test, adjust, and refine your ingredients throughout the process to achieve the best results.

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CONTENT GENERATION

Need a jumpstart on course creation?

Use AI to help you:

- ☑ Quickly generate course outlines or first drafts.
- ☑ Convert source materials into eLearning content without copying and pasting.
- ☑ Expand on ideas or fill information gaps.
- ☑ Create engaging eLearning content based on raw subject matter expertise.

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Images and audio

Bring training to life with AI-generated images, illustrations, narration, and sound effects.
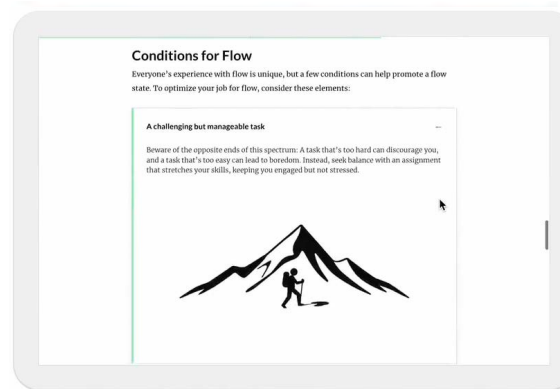
Imagery

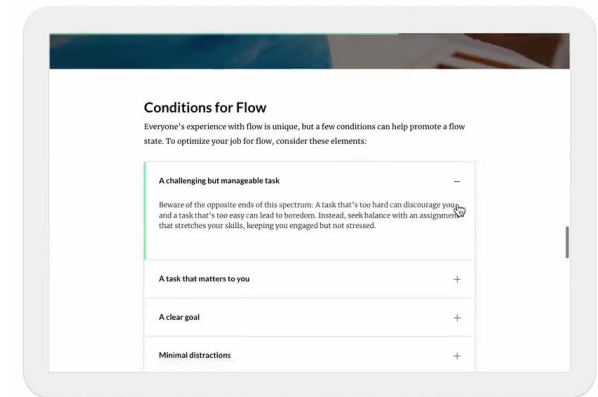**Before:** A lack of visual intrigue makes the sample content fall flat.

After: AI generates relevant illustrations in a consistent style to make content more visually dynamic while reinforcing key concepts.

Click to expand and play the before-and-after videos.

Before

After

Audio

Click to play the following AI-generated audio tracks.

Before: standard narration

Before: Robotic-sounding narration might lull learners to sleep.

After: AI-generated narration

After: AI generates natural, human-like narration. You can refine the voice with options to choose the narrator's age, gender, and accent.

AI-generated sound effects

Prompt: A computer mouse click.

Prompt: Steady rain and a thunder clap.

Before: Course authors may not have had the resources to purchase stock or create custom sound effects.

After: Custom sound effects take seconds to create and immerse learners in training or storytelling scenes.

Image and audio prompting best practices

1. Give direction

Provide a few key details to help AI generate multimedia assets that align with your vision.

2. Apply an image style

Keep your course visuals cohesive by selecting a thematic style. With AI Assistant, users can choose from 11 built-in image styles—such as cinematic photo, watercolor, vector illustration, and 3D animation. Or, you can create a custom style by describing the look you want.

3. Keep it simple, and know AI's limits

While detail helps, overly complex descriptions can confuse AI tools or lead to strange results. AI image generation also struggles with prompts that require high visual accuracy—think text, famous people, landmarks, or branded objects where slight visual variations make it very apparent that the image is AIgenerated. Focus on the most important elements and adjust your description as needed.

Behind-the-scenes prompting

Click to expand and play the video showing how AI Assistant image generation works when you put these tips in action.

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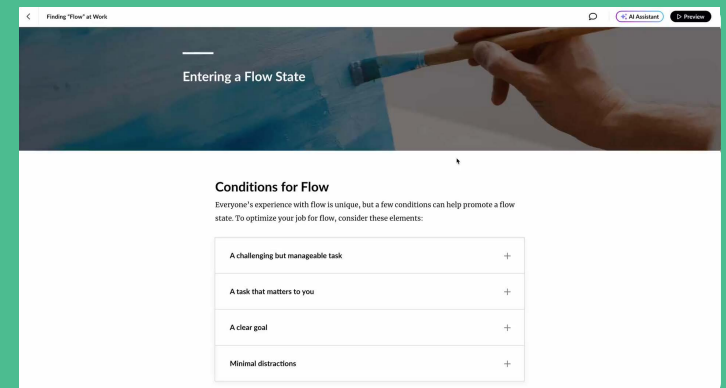
Generating images of people

- **Prompting considerations:** Indicate age, race, gender, facial expression, action, clothing style, job role, and/or setting.

- **Tip:** Be intentional about diversity to mitigate bias and better reflect your workforce.

- **Sample prompt:** "A mature Black woman reviews paperwork from a younger white man."

This image was created using the built-in "cinematic photo" style in AI Assistant.

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Generating images of environments

- **Prompting considerations:** Define the setting, lighting, and/or mood.

- **Tip:** Don't ask AI to accurately generate images of famous or well-known landmarks.

- **Sample prompt:** "A bright, open-concept conference room with large windows and natural light."

This illustration was created using the built-in "watercolor" style in AI Assistant.

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Generating images of objects

- **Prompting considerations:** Describe the object style, material, color, and/or placement.

- **Tip:** Avoid objects that have words or brand logos on them.

- **Sample prompt:** "A full-sized note pad, sticky note pad, and pen on a wooden desk next to a plant."

This illustration was created using the built-in "vector illustration" style in AI Assistant.

MULTIMEDIA

Could your multimedia use a makeover?

Use AI to help you:

- Bring content to life with custom images, illustrations, narration, or sound effects.
- Save money and time on stock visuals or studio recordings.
- Diversify visuals and voices representation.
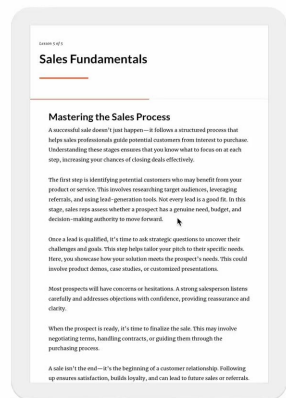- Create thematic consistency with your course imagery styles.

Interactivity

Convert static text into dynamic learning interactions with AI assistance.

Click to expand and play the before-and-after videos.

Before

A wall of words makes for a passive and tedious learning experience. Employees have little reason to engage.
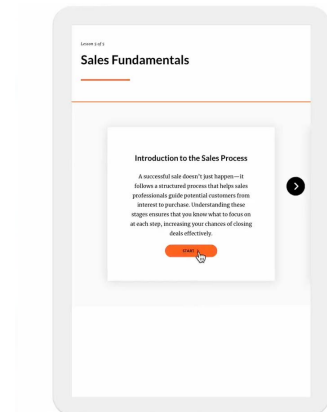
After

Clickable process cards encourage learners to actively engage with the material while also keeping some text offscreen, making the content feel less overwhelming.
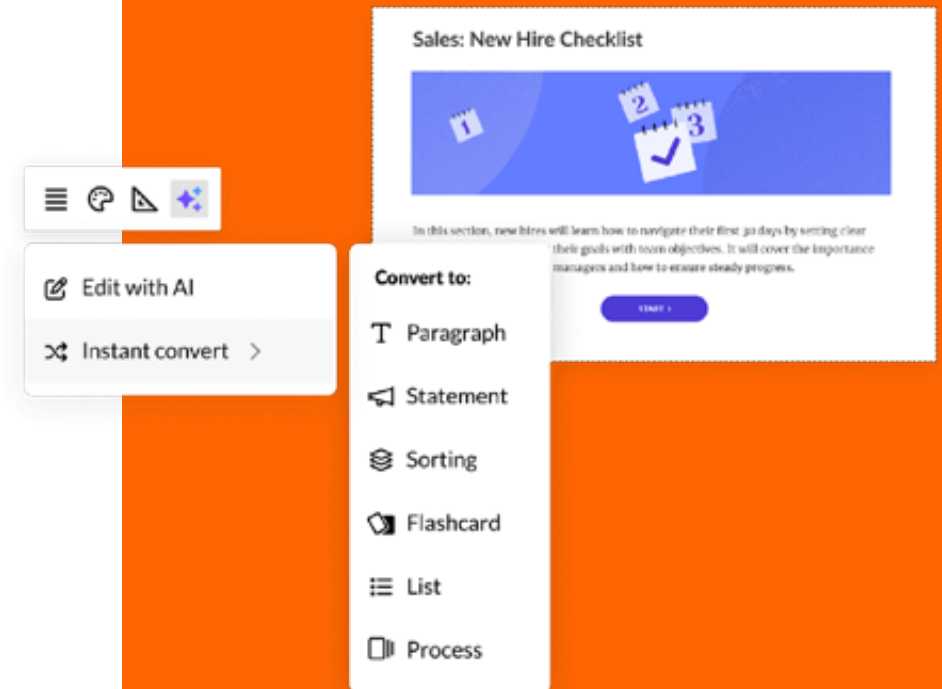
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INTERACTIVITY

Tool tips

Choose an interactive format that fits the training material.
For example, you might:

- Use click-to-flip flashcards for bite-sized **definitions or key terms.**

- Convert **step-by-step instructions** into an interactive process flow.

- Summarize key **actions items** with an interactive checklist.

- Break up **dense text** in expandable accordion rows
  or tabbed interactions.

- Turn **categorized content** into a sorting activity.

If you're having trouble deciding between formats, try a couple out. AI Assistant can quickly switch between several interactive options. No need to copy and paste.

Sales: New Hire Checklist

In this section, new hires will learn how to navigate their first 90 days by setting clear... their goals with team objectives. It will cover the importance... managers and how to ensure steady progress.

START >

Edit with AI

Instant convert >

Convert to:

T Paragraph

Statement

Sorting

Flashcard

List

Process

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Want to make your courses more interactive?

Use AI to help you:

- ☑ Transform plain text into dynamic, eLearning interactions.
- ☑ Encourage learners to actively engage with learning materials.
- ☑ Break up text-heavy sections to make content more digestible and approachable.

Content editing

Prompt AI to expand, shorten, or otherwise edit text.

Before

"An HDHP, characterized by lower monthly premium costs in exchange for a higher annual deductible, can be particularly beneficial for individuals who do not anticipate frequent medical visits or high healthcare costs, as it allows for greater upfront savings on premiums while also offering eligibility for a Health Savings Account (HSA), a tax-advantaged savings vehicle that enables pre-tax contributions for qualified medical expenses. However, the trade-off of an HDHP is that enrollees must meet a significantly higher out-of-pocket threshold before insurance coverage fully takes effect, which could present financial challenges in the event of unexpected or costly treatments."

After

"A High-Deductible Health Plans (HDHP) offers lower monthly premiums but requires a higher out-of-pocket cost before coverage begins. It is ideal for those with minimal healthcare needs and provides access to a Health Savings Account (HSA) for tax-advantaged savings."

The problem: Overly wordy paragraphs make this section difficult to follow and engage learners.

The fix: Human-directed AI cuts the fluff, sharpens the message, and makes the content flow like a pro editor worked their magic.
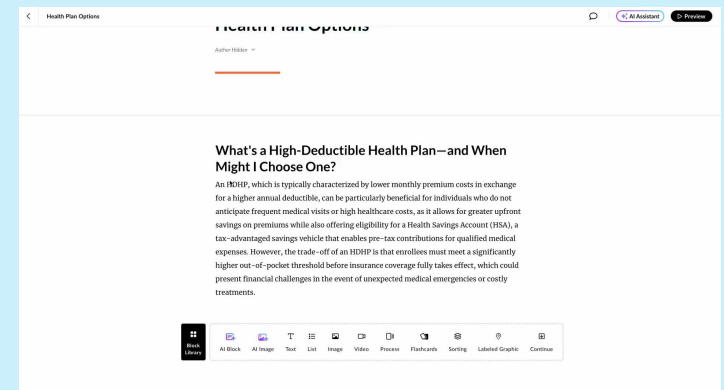
CONTENT EDITING

Prompting best practices

AI can edit content in many ways, but you still have to provide direction. Here are prompting ideas to help refine your edits:

- Expand the text.
- Shorten the text.
- Change the writing tone to be more...
- Improve the writing flow or transitions.
- Vary sentence structures and starts.

- Add examples.
- Adapt this content for [insert specific role, team, or department].
- Change the content to focus more on...

Behind-the-scenes prompting

Click to expand and watch the video showing how easy it is to shorten and simplify text with AI assistance.

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CONTENT EDITING

Need help polishing your work?

Use AI to help you:

☑ Streamline content for clarity and conciseness.

☑ Fix grammar and spelling effortlessly.

☑ Rephrase complex ideas for better readability.

☑ Adjust your writing tone or focus.

Writing Tone

Transform your writing personality, voice, or style with AI assistance.

Before

"Staff members are responsible for setting realistic expectations regarding service timelines and deliverables, ensuring that all commitments align with operational capabilities."

Tone: Formal, stiff, cold

After

"When setting expectations with clients, it's important to keep things clear and realistic. Let them know what they can expect and when, so there are no surprises. By aligning promises with what your team can deliver, you'll build trust and keep everyone on the same page."

Tone: Business casual, friendly

Click to expand and play the video below to see how the course author achieved these results by prompting AI to "change the tone to be more casual and engaging, yet still authoritative."

Great, I'd be happy to help you edit your **Paragraph** block.

Staff members are responsible for setting realistic expectations regarding service timelines and deliverables, ensuring that all commitments align with operational capabilities.

Change tone to be more: casual and engaging, yet still authoritative

When setting expectations with clients, it's important to keep things clear and realistic. Let them know what they can expect and when, so there are no surprises. By aligning promises with what your team can deliver, you'll build trust and keep everyone on the same page.

Replace block ∨

ⓘ **How should I edit this block?**

✦ Add directions

＋ Make longer ＋ Make shorter ＋ Change focus ＋ Change tone

Prompting best practices

Use precise tone descriptors in your prompts to get the best results. For example:

"Rewrite this section with a more inspiring and motivational tone to encourage employees to take action."

"Change the tone to be more punchy and playful, yet still professional."

"Make this section sound authoritative and strategic to resonate with managers and company leaders."

"Take a tone that aligns with this sample: [add a link to a sample resource with the desired tone]."

Could your tone use transformation?

Use AI to help you:

- ☑ Adopt a tone that aligns with your training context or company culture—whether casual, professional, inspirational, or quirky.

- ☑ Make dry content more engaging without losing its meaning.

- ☑ Translate technical material or legalese into plain language that employees actually understand.

- ☑ Create consistency in tone across multiple course contributors.
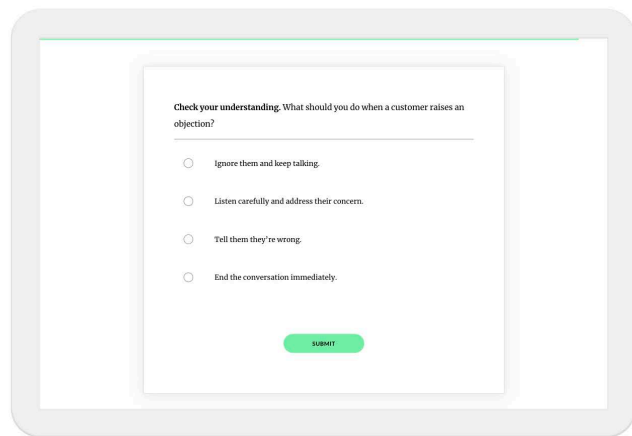
Assessments

Reinforce training with unique, AI-generated assessments based on your course material.

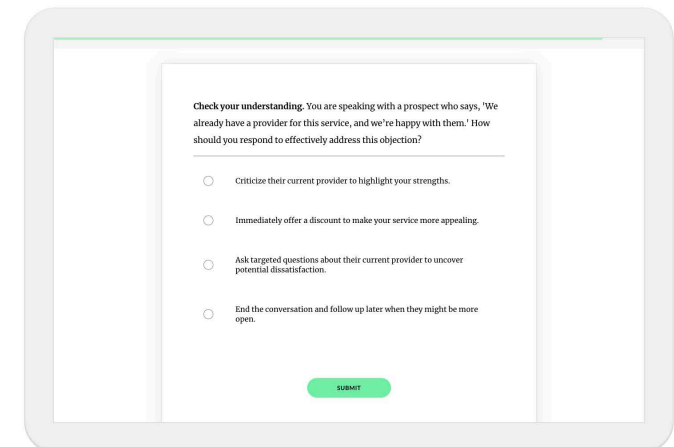**Click to expand the before-and-after images.**

Before

The course author wants to make this knowledge check more challenging, but they're running out of ideas and time.

After

With a little direction, AI quickly generates a realistic scenario-based quiz question at the right level of difficulty.

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Prompting best practices

1. Choose your focus

What knowledge or skill would you like AI to test? You can be as specific or general as you want. From there, you can revise as needed with the next two tips.

2. Adjust difficulty levels

Tell AI whether you need beginner, intermediate, or advanced-level questions. You can also indicate the Bloom's Taxonomy level you're targeting—whether it's simple recall, application, or higher-order critical thinking.

For example: "Create a challenging, specific, scenario-based knowledge question for experienced sales reps to apply their skills in overcoming objections."

3. Vary question types

You might have AI generate multiplechoice, multiple-response, true/false, fill-in-the-blank, or drag-and-drop knowledge checks.

Behind-the-scenes prompting

Click to expand and play the video below showing how to put these tips in action using AI Assistant.

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Could your eLearning endings use a boost?

Use AI to help you:

✔ Quickly brainstorm quiz questions.

✔ Challenge learners at the right level.

✔ Reinforce key takeaways at the end of lessons or courses.
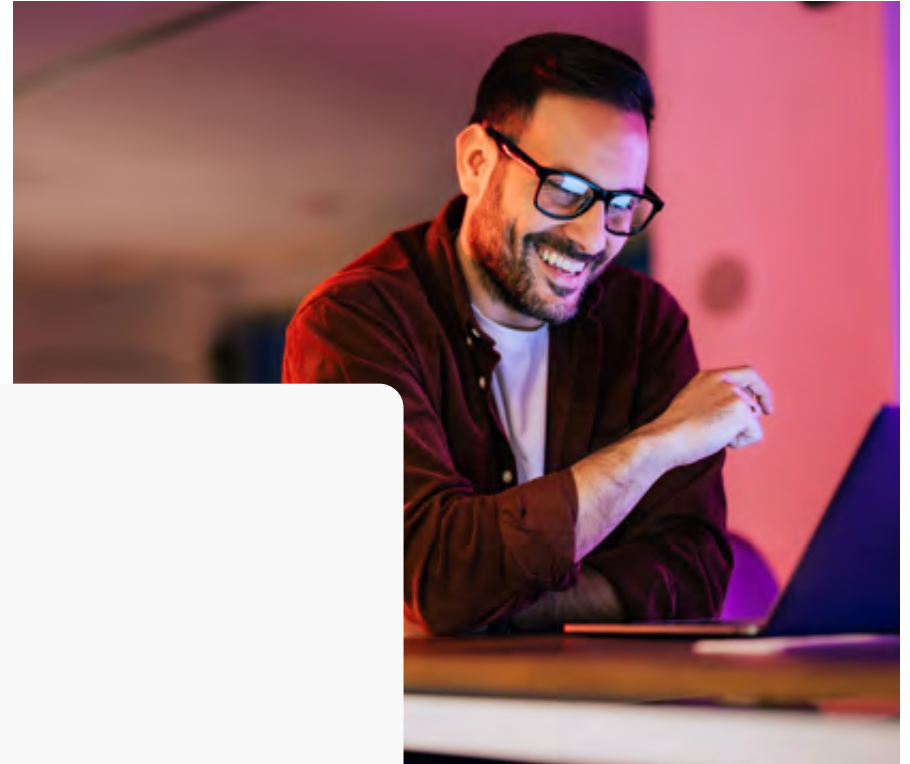

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Conclusion

Final takeaways

Create your own before-and-after results

The right AI tool can transform employee training from tedious to truly effective. While generic AI tools might offer quick fixes, AI designed specifically for eLearning ensures your courses are not just smarter, but also more engaging and impactful.

Great training comes from curiosity and iteration—and AI gives you the time and mental space for both. So don't be afraid to test, tweak, and push the boundaries of what's possible.

Keep experimenting, keep learning, and watch your training experiences evolve into something extraordinary.

All digital learning solutions in one place – and the help you need to make it work

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