Developers and trainers who are serious about the subject and who understand about training and development ask questions like:

- Who are the students already know?
- Why do we want them to know this?
- What do we want them to know?
- What will they do with this information?
- What are the problems because they do not know this information?
- What are the causes of the problem?
- Will training help?

Now the questions that the developers and trainers must get specific about the goals and objectives of the project in this phase of ISD:

- What prerequisite skills should they have?
- What exact goals and objective does this project require?
- What are the options and constraints affecting this project?

During this phase of ISD, developers and trainers stop asking questions and begin to formulate decisions about HOW to do the project.

This stage of ISD considers the project primarily finished. The developer or trainer offers the project or instruction and it is used.

This stage of ISD the developer or trainer begins to ask questions again:

- Did the instruction work?
- Did the students achieve the objectives?
- Will it affect their work?