

Putting students to work

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The motivated student:

- Share our passion for the subject matter
- Are eager to ask intelligent questions
- View grades as informational feedback
- Not only prepare for class, but to seek to learn more

Motivational theories:

- Autonomy and self-determination
- Intrinsic and extrinsic motivation
- Expectancy value theory
- Master and performance goals
- Attribution theory
- Social goals and social motivation

Learning styles:

Verbal

Visual

Musical / Auditory

Physical / Kinaesthetic

Logical / Mathematical

Social

Solitary

Combination



Workshop ... story telling

Round 1:

- Sketch student picture ... two opposite persona's with a narrative and a label

Round 2:

- Develop strategy of how to motivate these students with a narrative and a label

Outcomes



Persona 1: Priscilla Perfect

Characteristic

Priscilla is generally a smart, motivated student that has a strong mind of her own. While she develops little initiative on her own, she usually asks for clear instructions. She then often comes back requesting extra feedback and confirmation. With this strategy she looks for extra confirmation which might point towards a general anxiety to fail. This anxiety might be caused by Priscilla never having a failure experience. She has moved smoothly through all stages of her previous academic career. Never having failed before might also be the reason why Priscilla seems to have lost her curiosity and focuses very much on academic results, instead of learning new interesting concepts.

Motivation

Priscilla can be motivated by making one of her learning goals the better ability to deal with uncertainty. Another strategy is to put her into contact with a role model, for example, through offering a guest lecture. She needs to be provided with trust in her intermediate results, so the provision of interim assessments would only reinforce her inability to deal with uncertainty. But she should be provided with structured and clear feedback to reduce her anxiety. Another good motivational instrument is to foster a feeling of pride about her personal development by exploring application areas for the things learned together with her.



Persona 2: Laid Back Lucy

Characteristic

Laid Back Lucy jumps into new tasks without much upfront reflection. Her great confidence in her abilities – that is not very substantiated by previous grades or her skills and knowledge – supports this behavior. Laid Back Lucy likes to work in teams, but avoid lectures. She thinks that theory is irrelevant unless it can be directly applied in one of her projects. In cases Laid Back Lucy encounters obstacles she tends to procrastinate with overcoming them. Lucy does not reflect much about her future career and enjoys life as a student.

Motivation

Because Laid Back Lucy tends to loose motivation quickly as things get more difficult, she needs to be convinced of the importance of self-study early on. Additional, theoretical tests might be a good vehicle to ensure that she learns important skills and concepts early on. During project work, Laid Back Lucy can be motivated to go the extra mile through the provision of complicated in between assignments. At the start of a module Laid Back Lucy should also be involved in a discussion about her expectation for the module.



Persona 3: Transparent Jacky

Characteristic

Jacky has not caught much attention during her studies. She tends to sit in the back of the class, never asks a question, and is not involved in many of the extracurricular activities with the other students. After class, she prefers to be alone, spending time at her small student apartment. She has passed all of her course work, usually with just a sufficient grade, and she had to repeat tests quite often. Now that she is working on her final thesis, she has large problems developing her own ideas and initiative. It seems that she is also not very self-reflective over her attitude and progress. Each deadline set together with her supervisor is exceeded, and the process seemingly stalls.

Motivation

Jacky needs a clear structure for her work and much guidance. Small steps are key during the thesis supervision. A good tool to motivate her during her thesis work is to let her reverse engineer different developed steps in detail. Most importantly, however, is that Jacky feels that her supervisor is confident in her abilities. Tasks should be sought for that Jacky is good in to further increase her motivation (programming instead of theory building; data analysis instead of writing; or of course vice versa). Jacky needs to be also clearly aware of the thoughts and reasoning of her supervisors so suggestions and recommendations should be openly discussed with her.



Persona 4: Shouting Jill

Characteristic

For every task that there is Jill is the first in line. She is very active and likes to take over the role of spokesperson where ever possible. She is the one who presents for her group and likes to involve lecturers in long general discussions also during ongoing lectures. She often dominates discussions to the extent that the calmer students within a course get disengaged. Overall, she is very popular and is always seen within a group of other students.

Motivation

Jill needs to be made aware of her overriding behavior. One good strategy for this could be to team her up with her class mate Loud John that exhibits the same personality than Jill. Having other students grade her in peer review sessions can also be a great tool to make her aware of her negative side, but also to motivate her as she liked to discuss and work constructive with others. Jill also likes role playing and it is often helpful for her to take on the role of a calmer person during the play. She also should be forced to step back so that others can make their own conclusions first.