Slide 1

Blend but Don't Break:
Innovative Strategies for Nurturing Engagement and Success Online

Curtis J. Bonk, IST Professor
Indiana University
cjbonk@indiana.edu; http://curtbonk.com/

ADDING SOME TEC-VARIETY

Slide 2

Opening Activity:
Type in the Chat Window one new pedagogical you designed during the pandemic...

OPENING ACTIVITY PROGRAMS MCS ALTERNATIVE POSSIBLE VARIOUS ANALYZE ITES CONSIDER EXAMINE OUTCOMES SCENARIOS CHALLENGING PERSPECTIVES FACE ISSUES INVOLVING SOLUTIONS MAY

20/20 VISION

EDUCATION 3.0
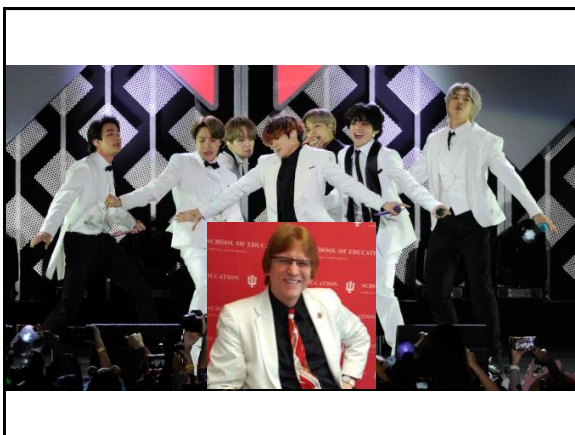
Slide 3

I ♥ KOREA

Slide 4

Slide 5

Slide 6

PEDAGOGY & PRACTICE FOR ONLINE ENGLISH LANGUAGE TEACHER EDUCATION

Pedagogy & Practice for Online ELT Education

Teach English Online—Without Letting Technology Steal the Show

Pedagogy — not technology — drives effective online instruction. Explore the exciting possibilities that online teaching provides, focusing on the fact that it should be enhanced by technology—not subsumed by it.

Includes a companion website, where readers can download discussion questions and other helpful resources.

tesolpress

Go to TESOL.ORG (Farida Pawan, 2020)

- **Coronavirus Resources for ELTs:**

  http://blog.tesol.org/coronavirus-resources-for-elt/

- **Responding to COVID-19: Educator First Steps**

  http://blog.tesol.org/responding-to-covid-19-educator-first-steps/

- **Supporting Families of ELs during the COVID-19 Pandemic**

  Http://blog.tesol.org/supporting-families-of-els-during-the-covid-19-pandemic/

- **Guides to moving classes online**

  http://blog.tesol.org/taking-your-teaching-online/

INDIANA UNIVERSITY BLOOMINGTON

7

June 17, 2021
How can higher ed move blended learning forward?
Jessca Rowland Williams, eCampus News
https://www.ecampusnews.com/2021/06/17/how-can-higher-ed-move-blended-learning-forward/

8

June 17, 2021
Planning for a Blended Future:
A Research-Driven Guide for Educators
https://www.everylearnereverywhere.org/resources/planning-for-a-blended-future/

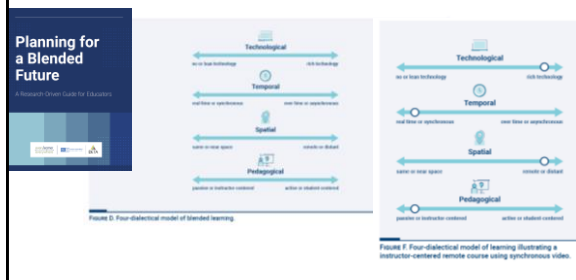Figure D. Four-dialectical model of blended learning.

Figure F. Four-dialectical model of learning illustrating a instructor-centered remote course using synchronous video.

9

June 17, 2021
Planning for a Blended Future:
A Research-Driven Guide for Educators
https://www.everylearnereverywhere.org/resources/planning-for-a-blended-future/

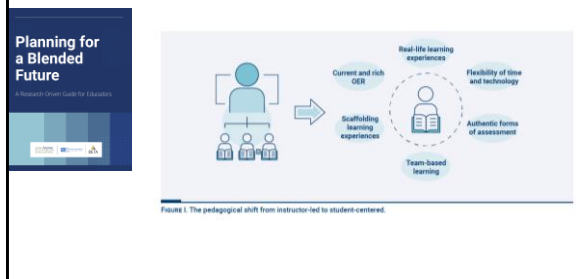
Figure H. Visualization of a blended program.
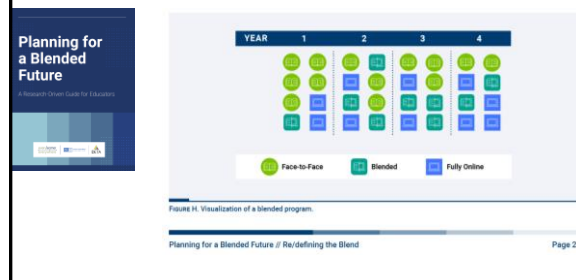
Planning for a Blended Future // Re/defining the Blend

Page 21

10

June 17, 2021
Planning for a Blended Future:
A Research-Driven Guide for Educators
https://www.everylearnereverywhere.org/resources/planning-for-a-blended-future/

Figure I. The pedagogical shift from instructor-led to student-centered.

11

June 17, 2021
Free Book:
Hybrid-Flexible Course Design
https://edtechbooks.org/hyflex

12

Fall 2021
Hybrid Modality: HyFlex Teaching
https://instructionalcontinuity.georgetown.edu/pedagogies-and-strategies/hybrid-hyflex-teaching/
HyFlex (a term coined by Brian Beatty) stands for a combination of "hybrid," meaning alternating between face-to-face meetings and remote interactions, and "flexible," meaning students move between these participation options.
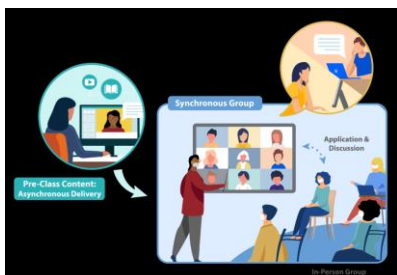
13

Fall 2021
Hybrid Modality: HyFlex Teaching
https://instructionalcontinuity.georgetown.edu/pedagogies-and-strategies/hybrid-hyflex-teaching/
In a HyFlex course, courses are delivered both in person and online at the same time by the same faculty member. For any given class meeting, some students might participate in person, while others might participate at the same time online, made possible by a combination of cameras, microphones, displays, and other technology in the classroom.

14

June 11, 2021
Why I Will Miss Zoom Teaching
Samuel Abrams, The Chronicle of Higher Education
https://www.chronicle.com/article/why-i-will-miss-zoom-teaching

15

March 26, 2021
100 million more children fail basic reading skills because of COVID-19
UN News
https://news.un.org/en/story/2021/03/1088392

16

June 16, 2021
I Taught Online School This Year. It Was a Disgrace.
Ashley Gilbertson, The New York Times
https://www.nytimes.com/2021/06/16/opinion/remote-learning-failure.html

17

July 1, 2021
What happens when digital learning surpasses in-person learning?
Talia Kolodny, eCampus News
https://www.ecampusnews.com/2021/07/01/what-happens-when-digital-learning-surpasses-in-person-learning/

18

July 1, 2021
What happens when digital learning surpasses in-person learning?
Talia Kolodny, eCampus News
https://www.ecampusnews.com/2021/07/01/what-happens-when-digital-learning-surpasses-in-person-learning/

- If there is one thing the pandemic is teaching us, it's that deep human connections are essential for student and instructor wellbeing and for impactful education. **As we move into a hybrid future, technology should not (and cannot!) replace human relationships and communications—it should enhance, enable, and enrich them.**

19

July 1, 2021
What happens when digital learning surpasses in-person learning?
Talia Kolodny, eCampus News
https://www.ecampusnews.com/2021/07/01/what-happens-when-digital-learning-surpasses-in-person-learning/

- **Effective online and digital learning solutions for the future of hybrid education will be built with learning outcomes in mind, prioritizing active learning, engagement, and collaboration.** With more students than ever opting for online or hybrid courses, educational technology should enable discussions, small group learning, and meaningful interactions with instructors and peers.
- Learning that works is active, collaborative and engaging. Technology should serve these proven components in order to drive learner success.

20

July 1, 2021
What happens when digital learning surpasses in-person learning?
Talia Kolodny, eCampus News
https://www.ecampusnews.com/2021/07/01/what-happens-when-digital-learning-surpasses-in-person-learning/

- The reality of social distancing, increased screen time, and significant uncertainty has only emphasized the importance of putting our humanity back in the center.
- **We need digital learning tools that bring us closer together, create meaningful experiences, and affirm our identity and belonging.** There is a world of opportunity in the new digital learning space.

21

July 1, 2021
What happens when digital learning surpasses in-person learning?
Talia Kolodny, eCampus News
https://www.ecampusnews.com/2021/07/01/what-happens-when-digital-learning-surpasses-in-person-learning/

Thanks to technology, anyone can learn from the very best minds and experts worldwide, from any place in the world. As we develop and implement new tools, we must keep the ultimate goal in mind: to provide a meaningful and effective learning experience to all learners.

22

July 1, 2021
Online or in-person? Gen Z and millennials find digital life more memorable, study shows
Kate Mabus, USA Today
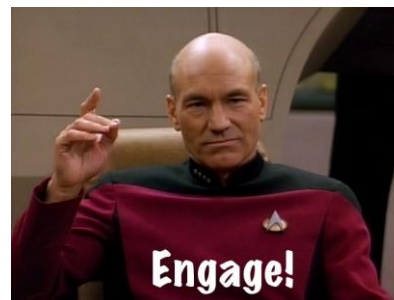https://www.usatoday.com/story/news/nation/2021/07/01/generation-z-millennial-survey-shows-digital-life-more-memorable/7783597002/

23

Poll: What did Jean-Luc Picard say?

24

Motivation Research Highlights
(Jere Brophy, Michigan State University)

1. **Supportive**, appropriate **challenge**, **meaningful**, moderation/optimal.
2. Teach **goal** setting and self-reinforcement.
3. Offer **rewards** for good/improved performance.
4. Novelty, **variety**, **choice**, adaptable to interests.
5. Game-like, **fun**, fantasy, curiosity, suspense, active.
6. Higher levels, divergence, dissonance, **peer interaction**.
7. Allow to create finished **products**.
8. Provide immediate **feedback**, advance organizers.
9. Show intensity, **enthusiasm**, interest, minimize anxiety.
10. Make content **personal**, concrete, familiar.

25

Intrinsic Motivation

"…**innate propensity to engage one's interests and exercise one's capabilities, and, in doing so, to seek out and master optimal challenges**

(i.e., it emerges from needs, inner strivings, and personal curiosity for growth)

See: Deci, E. L., & Ryan, R. M. (1985). *Intrinsic motivation and self-determination in human behavior*. NY: Plenum Press.
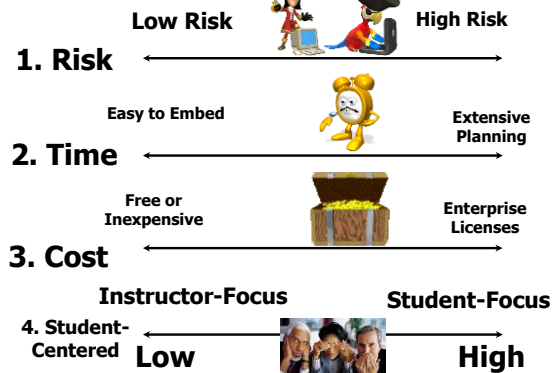
26

Introducing the TEC-VARIETY Model

http://tec-variety.com/
http://tec-variety.com/TEC-VARIETY-Chinese.pdf

27

Low Risk — **High Risk**
1. Risk

Easy to Embed — **Extensive Planning**
2. Time

Free or Inexpensive — **Enterprise Licenses**
3. Cost

Instructor-Focus — **Student-Focus**
4. Student-Centered **Low** — **High**

28

Introducing the TEC-VARIETY Model

http://tec-variety.com/
http://tec-variety.com/TEC-VARIETY-Chinese.pdf

Tone/Climate
Encouragement, Feedback
Curiosity

Variety
Autonomy
Relevance
Interactive
Engagement
Tension
Yields Products

在线学习动机与激励：
TEC-VARIETY 模型
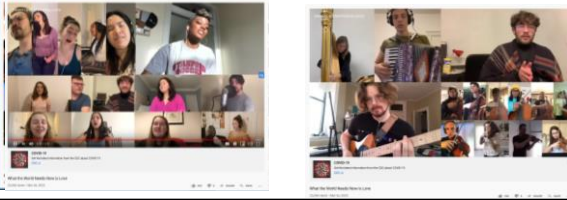
29

Examples of TEC-VARIETY

30

March 26, 2020
1. Tone/Climate: Music Intros
A. What the World Needs Now is Love
Students at the Boston Conservatory at Berklee created a social distancing rendition of 'What the World Needs Now is Love'
https://www.youtube.com/watch?v=qv7jI5ACHCw
2:33 (video): http://curtbonk.com/wtwnn.html

31

April 11, 2021
1. Tone/Climate:
B. Brainstorming in Jamboard or Miro
https://jamboard.google.com/

32

April 15, 2021
1. Tone/Climate: C. Posting Ideas in Padlet
Idioms and Mother's Day Cards,
Heejung An, William Paterson University
I had my students record idioms involving their heritage and convert them to the art forms and post them in this Padlet...I am planning to add more worldwide idioms with sound waves soon.
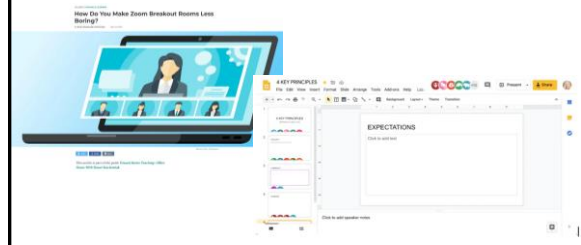**https://padlet.com/anh21/omj6rd0atydjyyiq**

33

September 24, 2020
1. Tone/Climate: D. Breakout Rooms
How Do You Make Zoom Breakout Rooms Less Boring?, Expectations, Share a link, Introductions
Bonni Stachowiak (Columnist), Ed Surge
https://www.edsurge.com/news/2020-09-24-how-do-you-make-zoom-breakout-rooms-less-boring

34

May 3, 2021
The 4 stages of Zoom enlightenment
Tom Haymes, eCampus News
**https://www.ecampusnews.com/2021/05/03/the-4-stages-of-zoom-enlightenment/**
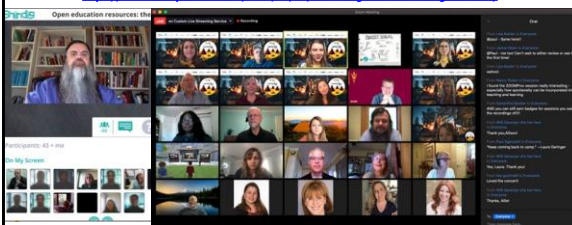
Stage II: Distributed Conversations (Augmentation): These are discussions where the community is elevated to the same level as the guest/speaker and the focus is on engaging in two-way conversations about the ideas of the speaker.

35

April 3, 2017
1. Tone/Climate:
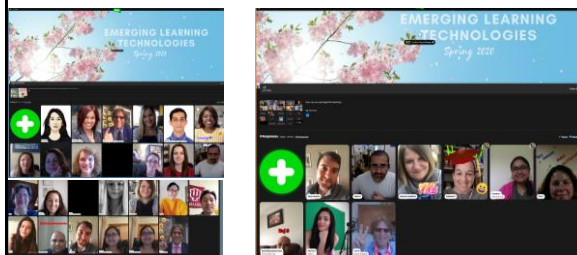**E. Sli.do (students get a code; e.g., 9801)**
https://www.sli.do/

36
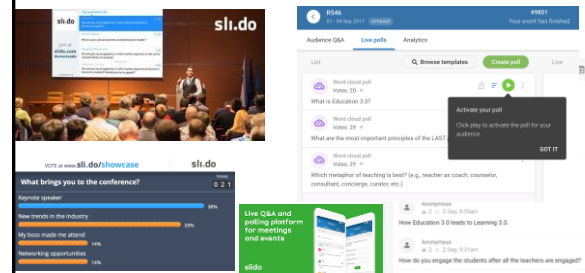
6

April 11, 2020
1. Tone/Climate:
F. Threaded Video Discussions and Questions
(e.g., Flipgrid)
Ed Tech with Adam: https://www.youtube.com/watch?v=hysv0PwqsFs
https://techcrunch.com/2018/06/18/microsoft-acquires-social-learning-platform-flipgrid/

37

1. Tone/Climate:
G. Ice Breaker #3: Goals and Expectations Charts
(I = Cost, L = Risk, M = Time)

a. What do you expect from this class, lesson, workshop, etc., what are your goals, what could you contribute?
b. Write short and long terms goals down on goal cards and post to discussion forum.
c. Write 4-5 expectations for this session.
d. Expectations Flip Chart (or online forum):
e. Debrief.

38

March 22, 2021
2. Encouragement, Feedback:
A. Famous Stanford coding course seeks to repeat success of novel model of online learning
**(10,000 students, 120 countries, 900 volunteer teachers)**
https://news.stanford.edu/2021/03/22/famous-stanford-coding-course-free-online/

39

2. Encouragement, Feedback:
B. Poll Everywhere, Zoom Polling, MicroPoll
Girls + data is a non-profit 501(c)(3) that hosts data camps, interactive workshops, and seminars where different analytics tools are used to teach kids about the data life-cycle, from database to the dashboard. The program culminates in a project that allows the participants to tell a story with data. To date, girls + data has educated over 450 kids at 17 events across the nation.
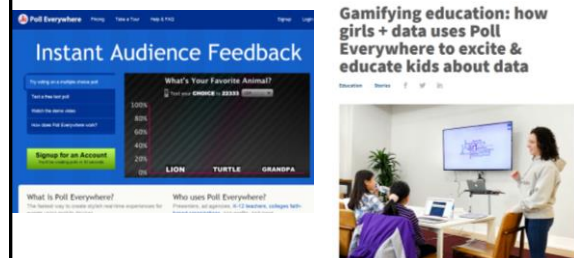
40

2. Encouragement, Feedback:
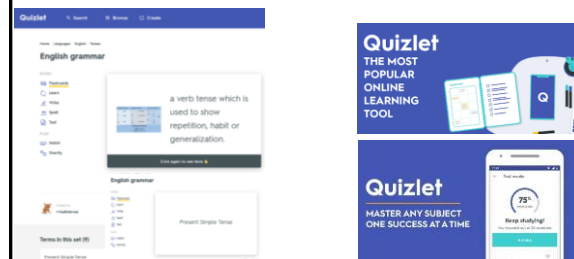**C. Voice/Audio Feedback**
Vocaroo: http://vocaroo.com/

41

2. Encouragement, Feedback:
D. Online Practice Tests and Interactive Flash Cards
http://quizlet.com/

42

2. Encouragement, Feedback:
E. **Video Tutorials, Demonstrations, and How-To's (videos, tutorials, etc.)**
(Jing, GoView, Screenr, Overstream, Screencast-o-Matic, TikTok, etc.)
EdTech with Adam channel:
https://www.youtube.com/channel/UCyLzXEMGgbuzNX9lrPQumDQ

Learning is everything, everything is learning.

43

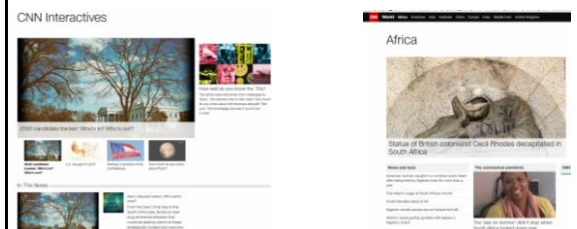**3. C**uriosity, Intrigue, Unknowns:
A. Web Resource Scavenger Hunts

1. Create a 20-30 item scavenger hunt (perhaps to find resources that will later need).
2. Engage in activity.
3. Collect work.
4. Post scores.

44

July 18, 2020
3. Curiosity, Intrigue, Unknowns:
B. To Gloss or Not to Gloss
(Global Language Online Support System)
(blogs, online news, online dictionaries)
https://www.cnn.com/interactive/relaunch/ or https://www.cnn.com/specials/multimedia/cnn-interactives
Visit an instructional news website—CNN Interactive. Read one news article and try out the language exercises. Note 10 new words and find their definitions using an online dictionary.

45

July 18, 2020
3. Curiosity, Intrigue, Unknowns:
C. Inquiring Minds Want to Know
(blogs, online news, Web search engines)
https://www.cnn.com/interactive/relaunch/ or https://www.cnn.com/specials/multimedia/cnn-interactives
https://www.therakyatpost.com/2020/06/18/new-telco-tower-announced-for-sabah-village-after-student-taking-online-exams-in-tree-goes-viral/
https://www.youtube.com/watch?v=-qxTyBWVLtU&feature=youtu.be
Think of a news topic and five questions about this topic. Search for the news topic on the USA Today, Google News, or Yahoo! News and choose a news article to read. Write down the search word(s) and questions.
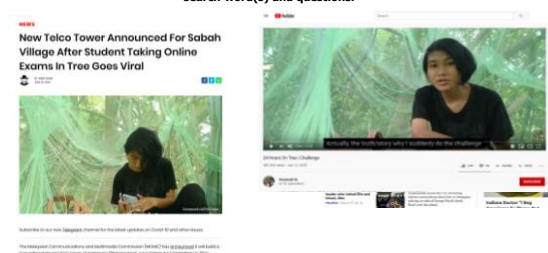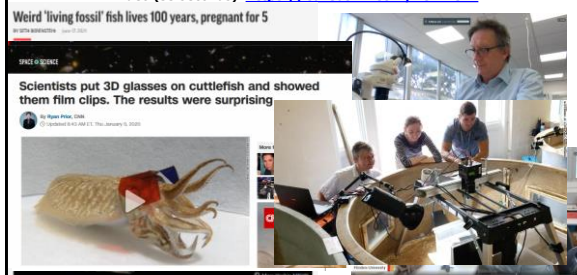
46

June 18, 2021
3. Curiosity, Intrigue, Unknowns:
D. Multimedia News
Weird 'living fossil' fish lives 100 years, pregnant for 5
Seth Borenstein, AP News
https://apnews.com/article/fish-science-environment-and-nature-0364a1007aea49574a2b68aee6009aa6
Video (55 seconds): https://curtbonk.com/fish.html

47

4. Variety, Novelty, Fun, Fantasy:
A. Online Test/Quiz Review Games
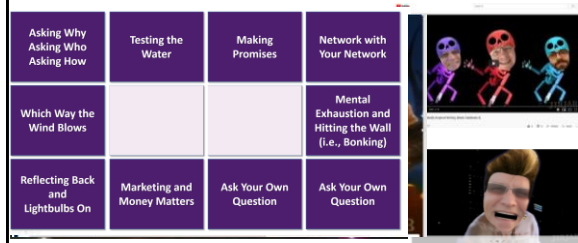**(e.g., Jeopardy Rocks)**
https://www.jeopardy.rocks/r511merve/

48

February 27, 2020
4. Variety, Novelty, Fun, Fantasy:
B. Game Show Style Presentations
Susie Gronseth, University of Houston
https://www.youtube.com/watch?v=ZFXlVA6z_no&feature=youtu.be

49

4. Variety, Novelty, Fun, Fantasy:
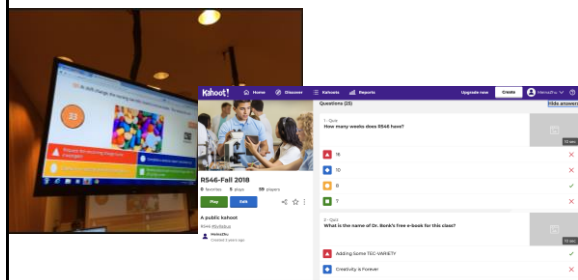**C. Random Lists**
(Random.org—clocks, coins, playing cards, dice, integers, passwords, jazz scales, lists, sequences, etc.)
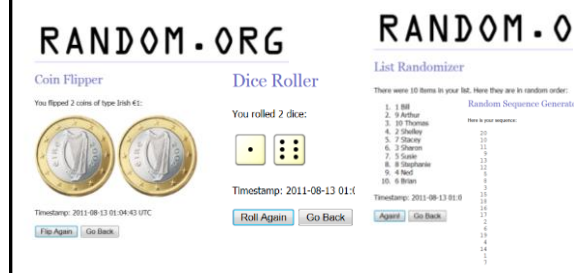
50

Fall 2018 R546
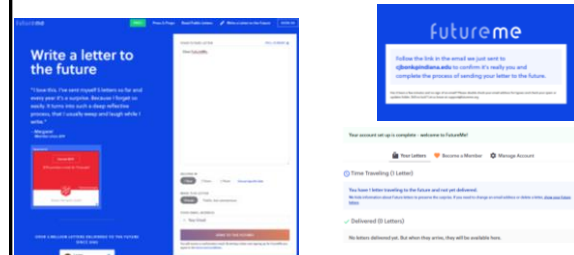**4. V**ariety, Novelty, Fun, Fantasy:
D. Kahoot!
https://getkahoot.com/

51

October 10, 2018
4. Variety, Novelty, Fun, Fantasy:
E. FutureMe.org
Write a letter to the future
https://www.futureme.org/

52

July 18, 2020
5. Autonomy, Choice:
A. Enroll in a MOOC and Reflect
(e.g., see Class Central)
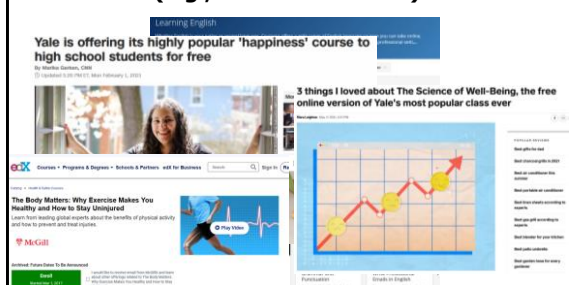
53

Spring 2021
5. Autonomy, Choice:
B. Reflect on Videos
Silver Lining for Learning
https://silverliningforlearning.org/
https://www.youtube.com/channel/UC9XEsh89grILpmVVpQt-_aA/live

54

5. Autonomy, Choice:
C. Tracking the Life of a Computer Scientist
(e.g., bio.com)
http://www.biography.com/people/steve-jobs-9354805
http://www.biography.com/people/ada-lovelace-20825323
https://www.biography.com/scientist/alexander-fleming

55

5. Autonomy, Choice:
D. Design Multimedia Glossaries
P540 Final Assignment: Nate Wynne, Supersized Personal Course Glossary
http://natewynne1982.wix.com/p540courseglossary
Ozgur Ozdemir, December 2012
http://r685glossary.shutterfly.com /
Umida Khikmatillaeva, Dec. 2011, P540
http://learningplanet.shutterfly.com/

56

Poll: Any light bulbs going off in you head so far?

a. Yes definitely…many of them…pop…pop…pop!
b. Yes, several times.
c. Yes maybe!
d. Not yet (but hopefully soon…)
e. Nope. Darn it my brain is not working today.
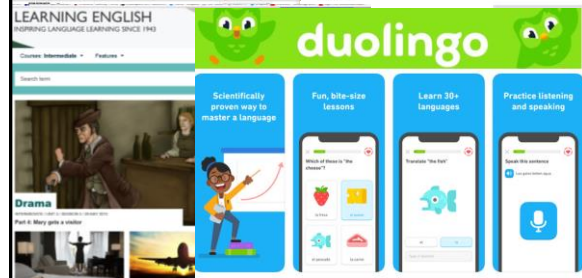f. There's no hope with this idiot presenting.

57

6. Relevance, Meaningfulness:
A. Language Lessons Online
BBC Learning English
http://www.bbc.co.uk/learningenglish

58

April 6 and 28, 2020
6. Relevance, Meaningfulness:
B. Weekly Guest Expert Chats
SMILE, Paul Kim Stanford, https://youtu.be/bfJDsI1hVLU
February 22, 2020, Jima Ngei in Nigeria (1 hour 15 minutes)
Video: https://youtu.be/sM6VMsfQJXc
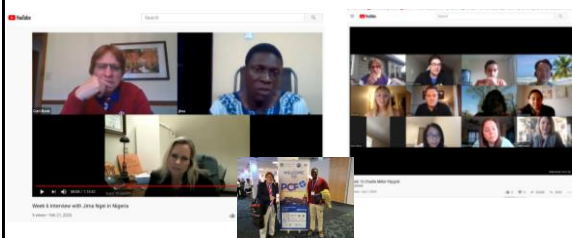
59

March 20, 2018
6. Relevance, Meaningfulness:
C. Editing Wikipedia Pages
Women's-Studies Students Across the Nation Are Editing Wikipedia
Emma Kerr, The Chronicle of Higher Education

60

June 27, 2020
7. Interactive, Collaborative:
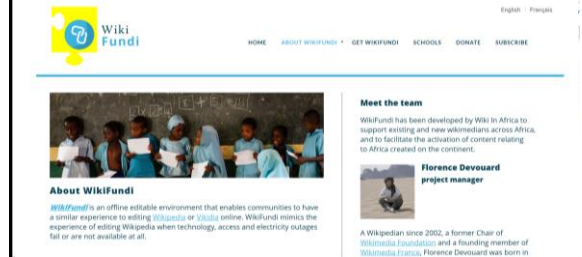**A. Team Management and Project Coordination**
Trello is a team management tool and list-making application to organize online group tasks easily. Trello is for teams to organize team work. However, teachers can use it to manage online group projects or homeschooling activities like in this
Example: **https://youtu.be/L6fUOMXnKxU?t=132**

61

7. Interactive, Collaborative:
B. Virtual Sharing Walls
e.g., Padlet (A collaboration and discussion board)
https://padlet.com/samarast/urel07b3nwubivel

62

7. Interactive, Collaborative:
C. Negotiate Meanings Online
(e.g., MeetingWords: http://meetingwords.com/)
http://blogs.elon.edu/technology/6-collaborative-writing-applications-for-group-projects-or-papers/
Also: **Google Docs, NowComment, etc.** (MixedInk and PiratePad are no more)
e.g., **https://nowcomment.com/documents/131228**
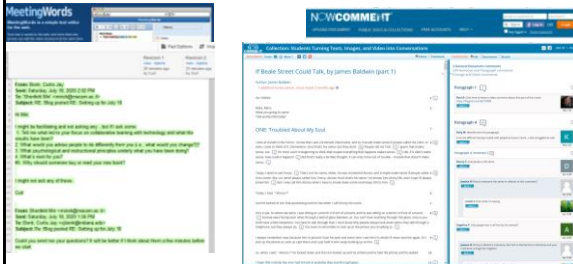
63

7. Interactive, Collaborative:
D. Guest Speaker Quotes
(Rey Junco, February 25, 2013)
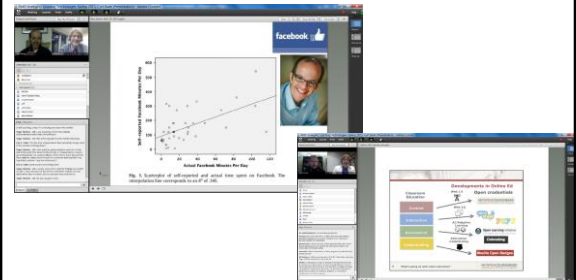
64

7. Interactive, Collaborative:
E. CNA - Speaking Exchange (video chats)
https://www.youtube.com/watch?v=-S-SEfwpFOk
FCB Brazil and the CNA language school network are launching the Speaking Exchange project, which connects CNA students in Brazil with Americans living in retirement homes.

65
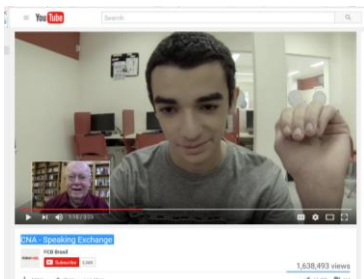
Fall 2019, R511
7. Interactive, Collaborative:
F. Team Article Debates
Nuclino (like a wiki…may delete by mistake, trial version, limited)

66

July 8, 2020
7. Interactive, Collaborative:
G. Interaction: Collaborative Strategy Use
Baby raptor discovered in Alaska may have been a permanent resident of the ancient Arctic
Katie Hunt, CNN
https://www.cnn.com/2020/07/08/world/baby-dinosaur-arctic-scn/index.html

In break out rooms in Zoom:
– **Choose news article from online sources (e.g., USA Today).**
– **ask students to read news articles out loud with their partners.**
– **and record their reading processes. This activity helps students identify reading strategies.**

67

June 20, 2021
7. Interactive, Collaborative:
H. Interaction:
Image 2. Communication records in the Google Docs during a collaborative writing task
**Google Docs, Renee Hung**
The use of Google Docs as a collaboration tool can benefit both teaching and learning in second language education:
For teachers:
With revision history, it is easy for teachers to monitor written contributions from each student in a group project, including the amount and types of contributions (see Image 1). While students might collaborate through other methods at the same time, such as verbal conversations, live chats, or comments, the color-coded revision history helps teachers better understand students' engagement, language proficiency (e.g., types of edits by each student), and collaboration patterns (e.g., roles) during group work.
For students:
Google Docs as a synchronous collaboration tool allows students to see each other working simultaneously. Some students have reported that this feature helps them proceed with the task because "you look at what they are writing/typing, you suddenly have some thoughts and feel inspired, and then you start writing too."
Google Docs as an asynchronous tool allows students to continue to build a collaborative product (that could be based on a class activity) and move between synchronous and asynchronous collaboration modes. Students can use the virtual space to leave comments and notes to each other (Image 2) and some reported that being able to work and communicate using the same space was convenient and created less confusion.
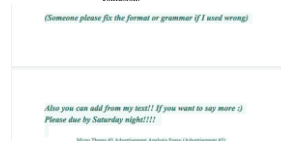
68

June 20, 2021
Image 1. Color-coded revision history of Google Docs during a collaborative writing task

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July 8, 2020
7. Interactive, Collaborative:
I. Full Coverage!
Ming Dynasty encyclopedia sells for more than $9 million at auction -- 1,000 times the expected price. Jack Guy, CNN
https://www.cnn.com/style/article/ming-dynasty-encyclopedia-auction-scli-intl/index.html
More than 2,000 scholars worked on the encyclopedia between 1404 and 1408...The Yongle Dadian is the largest encyclopedia in the world, and originally consisted of 22,877 chapters.

In break out rooms in Zoom:
• **Review news articles and discuss news summaries with group members online. Write a synopsis of all group members' news summaries.**

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July 7, 2020
7. Interactive, Collaborative:
J. Multimedia Treasure Hunt
https://www.cnn.com/specials/multimedia/cnn-interactives
Try multimedia features and record online reading strategies
https://www.usatoday.com/story/news/nation/2020/07/07/kongonaphon-kely-ancient-dinosaur-ancestor-tiny-had-fuzzy-skin/5389075002/
Video: 53 seconds
In break out rooms in Zoom:
– **students read news media with partners**
– **Click on self-selected visual and audio aids makes news reading and writing easier, more interesting, and more enjoyable to them.**

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June 3, 2020
7. Interactive, Collaborative:

k. Collab Annotation and Group Reading (Perusall)
How to Do Collaborative Annotation and Group Reading in Perusall for Online or Blended Classrooms
EdTech with Adam: https://www.youtube.com/watch?v=edb9IECompA
https://perusall.com/


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June 18, 2021
7. Interactive, Collaborative:
L. Example of a synchronous hybrid English class for rural Chinese students.

73

July 8, 2020
8. Engagement, Involvement: A. Interactive Maps
(Thinglink: interactive map creator)
https://www.thinglink.com/
(Thinglink (Freemium): Direct students to the discussions, assignments, course files, and syllabus. She added hyperlinks to pictures or videos to facilitate navigation. Thinglink makes any still picture interactive. You can put links into a picture and students easily navigate to necessary website. For example, it is used commonly for online history and geography courses. The teachers put links on a map and students can go to relevant unit and related video link.)
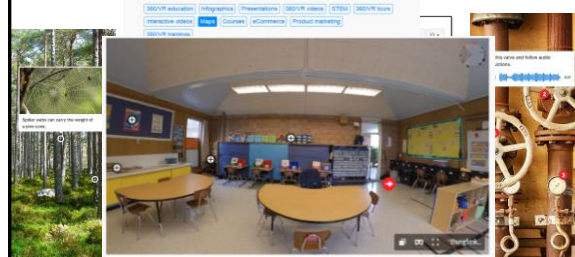
74

July 8, 2020
8. Engagement, Involvement:
B. Maps (Symbaloo (free): organize and categorize web links into buttons; The purpose is to facilitate navigation for young online students.)
https://www.symbaloo.com/

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8. Engagement, Involvement:
C. Interactive Labs and Simulations
http://phet.colorado.edu/en/simulation/energy-skate-park
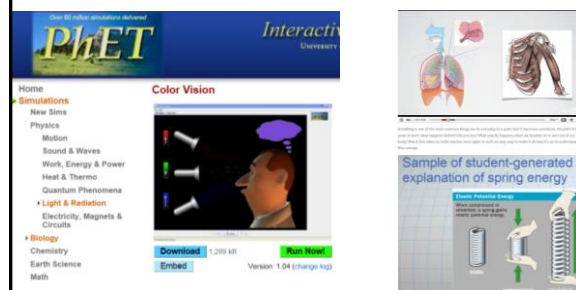
76

May 11, 2020
9. Tension, Challenge, Controversy, etc.:
A. What is smileUP & How to use it?
SMILE, Stanford
https://www.youtube.com/watch?v=pblU8sSALWo
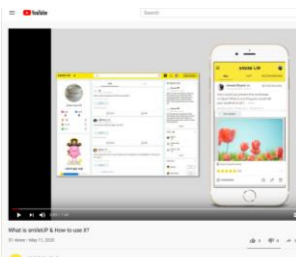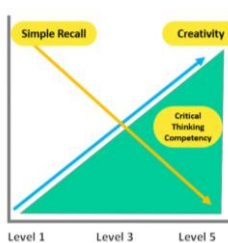
77

9. Tension, Challenge, Controversy, etc.:
B. Virtual Sharing Walls Competitions
e.g., Padlet (A collaboration and discussion board)
https://padlet.com/samarast/urel07b3nwubivel
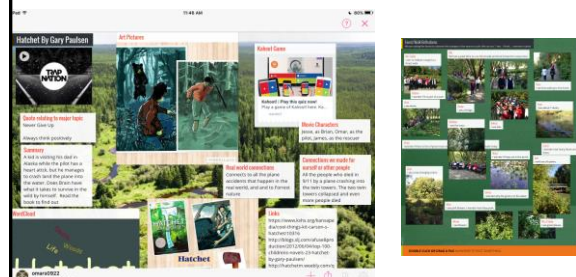
78

February 16, 2017
9. Tension, Challenge, Controversy, etc.:
C. Immediate Science
Woolly Mammoth Could Be 'De-Extinct' In 2 Years, Scientist Says
Hillary Hansan, CNN (video: 3:22)

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10. Yields Products, Goals:
A. Database Collection Tools
Article Databases in Pinterest
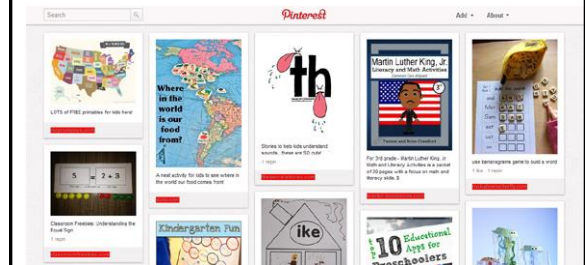
80

10. Yielding Products:
B. Class Project: Video, Podcast Show, Documentary, Website, Animation, Song, etc.

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April 23, 2020
10. Yields Products, Goals:
C. Student Generated Timelines, Taxonomies, and Concept Maps (Sutori, xtimeline, Preceden, Timeline.js, TimeLineCurator, Time Mapper, etc.)

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June 27, 2020
10. Yields Products, Goals:
D. Design Products (students created infographics, brochures, timelines)
Canva is an online design program that does not require

83

April 29, 2020
10. Yields Products, Goals:
E. Wikibook Projects and Chapters
R678, Amanda Zwirecki and Ashia Williams

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10. Yields Products, Goals:
F. Student Website Development

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September 3, 2017
10. Yields Products, Goals:
G. Mindmap Recaps of Online Discussions
Mindmap of Week 2 of R511
https://bubbl.us/Mjg2MzMxOCB4MjYzNjcxL2UyODQzMzQ0NTQ2YzQwZDImNDE3ZWE3OWYwMm2mYTI3-X

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Make Commitments:
Stop and Share in Chat Window:
Which principle(s) of TEC-VARIETY will you use?

Tone/Climate
Encouragement, Feedback
Curiosity

Variety
Autonomy
Relevance
Interactive
Engagement
Tension
Yields Products

What motivates?
1. **Tone/Climate:** Psychological Safety, Comfort, Sense of Belonging
2. **Encouragement:** Feedback, Responsiveness, Praise, Supports
3. **Curiosity:** Surprise, Intrigue, Unknowns
4. **Variety:** Novelty, Fun, Fantasy
5. **Autonomy:** Choice, Control, Flexibility, Opportunities
6. **Relevance:** Meaningful, Authentic, Interesting
7. **Interactivity:** Collaborative, Team-Based, Community
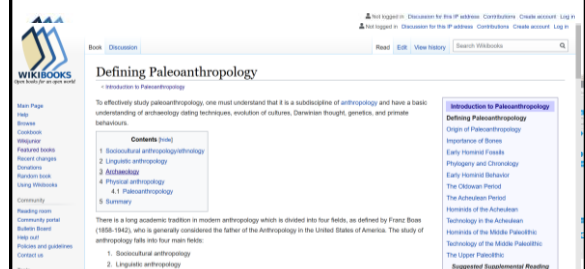8. **Engagement:** Effort, Involvement, Investment
9. **Tension:** Challenge, Dissonance, Controversy
10. **Yielding Products:** Goal Driven, Purposeful Vision, Ownership

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Poll: Which motivational principle do you see as the most crucial now?

1. Tone/Climate
2. Encouragement, Feedback
3. Curiosity
4. Variety
5. Autonomy
6. Relevance
7. Interactive
8. Engagement
9. Tension
10. Yields Products

What motivates?
1. **Tone/Climate:** Psychological Safety, Comfort, Sense of Belonging
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7. **Interactivity:** Collaborative, Team-Based, Community
8. **Engagement:** Effort, Involvement, Investment
9. **Tension:** Challenge, Dissonance, Controversy
10. **Yielding Products:** Goal Driven, Purposeful Vision, Ownership

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Chat Window Sharing:
Three Words from this Session...?
e.g., "I am happy!" and...
"minions are happy!"

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Any Questions or Comments?
Slides at: TrainingShare.com
Papers: PublicationShare.com
Free book: http://tec-variety.com/

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MAKE IT SO

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