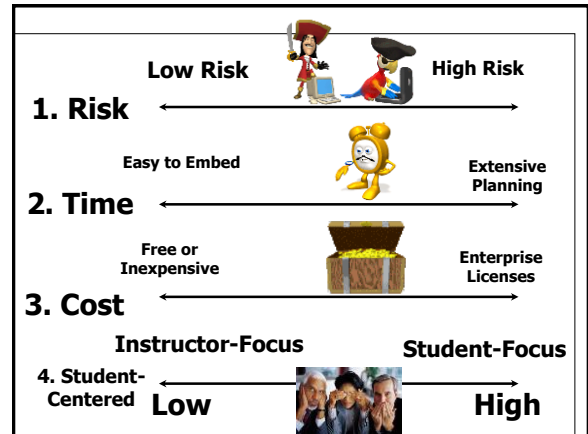


Adding Some TEC-VARIETY for Online Motivation and Retention

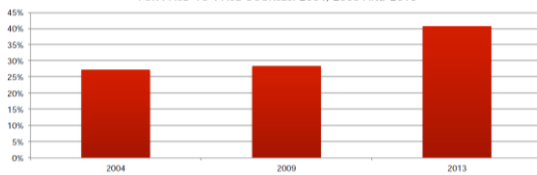
Curtis J. Bonk, Professor, Indiana University
 cjbonk@indiana.edu
<http://mypage.iu.edu/~cjbonk/>



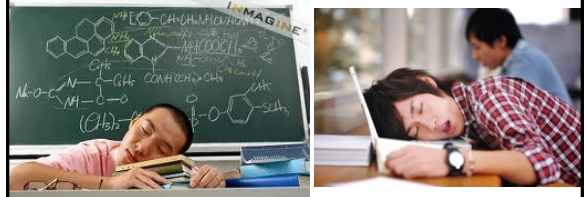
January 2014

Grade Change: Tracking Online Education in the United States, 2013, The Sloan Consortium, I. Elaine Allen & Jeff Seaman, 2013 Survey of Online Learning Report
<http://sloanconsortium.org/publications/survey/grade-change-2013>
 Direct connect: <http://www.onlinelearningurvey.com/reports/gradechange.pdf>

RETAINING STUDENTS IS A GREATER PROBLEM FOR ONLINE COURSES THAN IT IS FOR FACE-TO-FACE COURSES: 2004, 2009 AND 2013



Motivation and Engagement



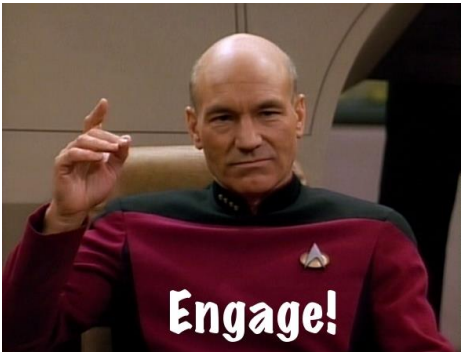
How do we engage online?



What did Jean-Luc Picard say?



That's right, Engage!



What was it that he said?



Poll #1: Million Dollar Question: What words come to mind when I say that I want to motivate learners?



June 15, 2014

Starbucks offers workers 2 years of free college, CNN Money, Gregory Wallace (from Arizona State online programs)

http://money.cnn.com/2014/06/15/news/economy/starbucks-schultz-education/index.html?hpt=hp_t2

Starbucks offers workers 2 years of free college

Gregory Wallace @gregwallace June 15, 2014 9:13 PM ET



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.



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.



Framework: TEC-VARIETY for Online Motivation and Retention

1. **Tone/Climate:** Psych Safety, Comfort, Belonging
2. **Encouragement, Feedback:** Responsive, Supports
3. **Curiosity:** Fun, Fantasy, Control
- ...
4. **Variety:** Novelty, Intrigue, Unknowns
5. **Autonomy:** Choice: Flexibility, Opportunities
6. **Relevance:** Meaningful, Authentic, Interesting
7. **Interactive:** Collaborative, Team-Based, Community
8. **Engagement:** Effort, Involvement, Excitement
9. **Tension:** Challenge, Dissonance, Controversy
10. **Yields Products:** Goal Driven, Products, Success, Ownership

Introducing the "TEC-VARIETY book..."

<http://tec-variety.com/>

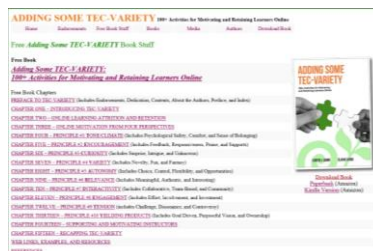


What motivates?

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

Every Chapter is Free in TEC-VARIETY...

<http://tec-variety.com/freestuff.php>

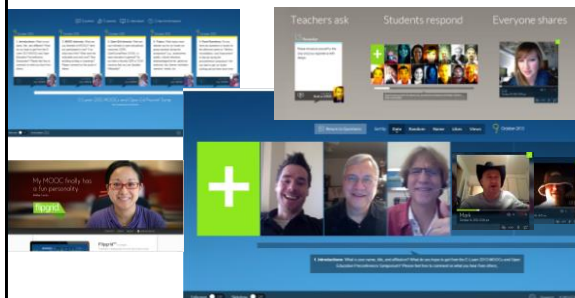


Examples of TEC-VARIETY



1. Tone/Climate: A. Video Introductions, e.g., Flipgrid

<http://flipgrid.com/#429f88c5>



1. Tone/Climate: B. Video Course Intros (examples from Northern Virginia Community College and Indiana University KD (online MBA) program)

Yun Yun Chow, Open U Malaysia, Making Art Lessons Come Alive with Web 2.0

<http://www.youtube.com/watch?v=B09rqJD1GXo>



1. Tone/Climate: Social Ice Breakers

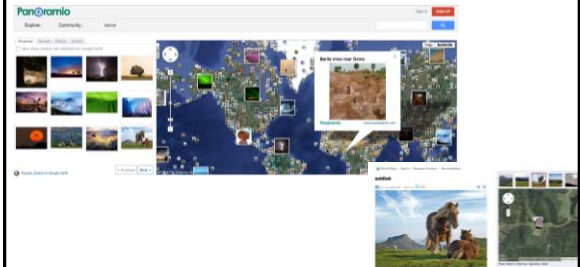
C. 8 nouns (adjectives, verbs)

- List of nouns: (e.g., pirate, computer, traveler, roadrunner, wind, bookworm, musician, mentor, etc.)
- <http://www.momswhothink.com/reading/list-of-nouns.html>
- List of adjectives: (e.g., lazy, powerful, shy, bored, exotic, cooperative, sloppy, rebel, etc.)
- <http://www.momswhothink.com/reading/list-of-adjectives.html>
- List of verbs: (e.g., coordinate, entertain, amuse, push, unite, beg, dream, publicize, etc.)
- <http://www.momswhothink.com/reading/list-of-verbs.html>



1. Tone/Climate:

D. Share Visuals of Favorite Places (e.g., Panoramio, <http://www.panoramio.com/>)



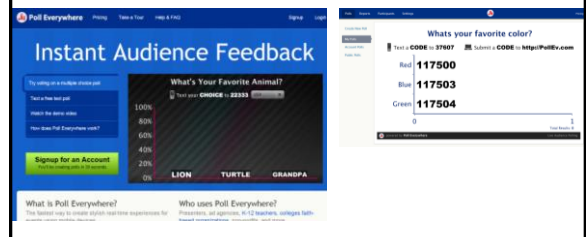
2. Encouragement, Feedback, etc.: A. Voice Feedback

Vocaroo; <http://vocaroo.com/>
<http://vocaroo.com/i/s1puZDTmKO6a> (UK)



2. Encouragement, Feedback, etc.: B. Blog and Website Polling

(e.g., Poll Everywhere, BlogPolls, BlogPoll, MicroPoll)
<http://www.pollereverywhere.com/>



3. Curiosity, Fun:

A. Something in the News

(e.g., Fauja Singh, 101, finishes last race, February 24, 2013)
http://espn.go.com/sports/endurance/story/_/id/8979487/fauja-singh-101-caps-career-10k-hong-kong

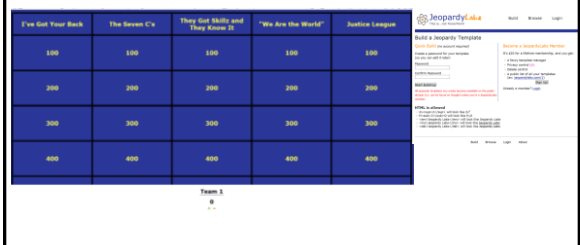
Fauja Singh, 101, finishes last race



3. Curiosity, Fun:

B. Online Quiz Games Jeopardy Labs

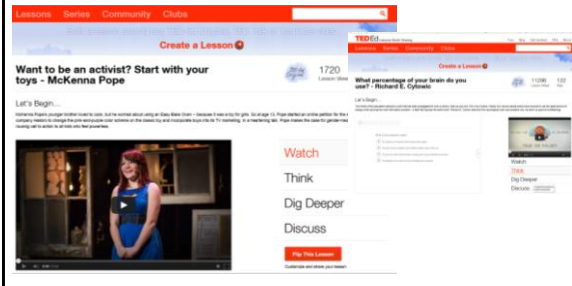
<https://jeopardylabs.com/play/ganttpardy>



3. Curiosity, Fun:

C. Online Quizzes (e.g., Want to be an activist? Start with your toys - McKenna Pope, TEDEd)

<http://ed.ted.com/lessons/want-to-be-an-activist-start-with-your-toys-mckenna-pope#watch>



3. Curiosity, Fun:

D. History for Music Lovers

The French Revolution ("Bad Romance" by Lady Gaga)

Trojan War ("Tainted Love" by Soft Cell)

Charlemagne ("Call Me" by Blondie)

The Vikings ("Personal Jesus" by Depeche Mode)

<http://www.youtube.com/user/historyteachers>



3. Curiosity, Fun:

E. Tracking the Life of a Scientist (e.g., Brian J. Ford, independent scientist)

<http://www.youtube.com/user/tellymonitor#p/a/u/1/LhGeApsKjars>

<http://www.labnews.co.uk/news/prehistoric-revolution/>



4. Variety, Novelty, Fun:

A. External Guests

(e.g., Jay Cross, Internet Time Group)



4. Variety, Novelty, Fun, Fantasy:

B. Random Lists (Random.org—clocks, coins, playing cards, dice, integers, passwords, jazz scales, lists, sequences, etc.)

RANDOM.ORG

RANDOM.O

Coin Flipper

You Flipped 2 coins of type (b1b1-k1):



Timestamp: 2011-08-13 01:04:43 UTC

[Flip Again](#) [Go Back](#)

Dice Roller

You rolled 2 dice:



Timestamp: 2011-08-13 01:04

[Roll Again](#) [Go Back](#)

List Randomizer

There were 10 items in your list. Here they are in random order:

| Random Sequence Generator | Items in your sequence |
|---------------------------|------------------------|
| 1. 1. Bill | 10 |
| 2. 9. Arthur | 10 |
| 3. 10. Thomas | 10 |
| 4. 2. Shirley | 10 |
| 5. 7. Shirley | 10 |
| 6. 3. Sharon | 10 |
| 7. 5. Susan | 10 |
| 8. 8. Stephanie | 10 |
| 9. 4. Neil | 10 |
| 10. 6. Brian | 10 |

Timestamp: 2011-08-13 01:04

[Again](#) [Go Back](#)

5. Autonomy, Choice:

A. Demonstrate, Explore, and Share Websites

Commonwealth of Learning, March 2013

http://www.col.org/news/Connections/2013Mar/Documents/Connections_March2013.pdf



5. Autonomy, Choice: B. Design Multimedia Glossaries

Ozgur Ozdemir, December 2012
<http://r68sglossary.shutterfly.com/>
 Umida Khikmatillaeva, Dec. 2011, P540
<http://learningplanet.shutterfly.com/>



5. Autonomy, Choice: C. Online Learning Object Repositories and Portals (shared content)

April 23, 2014

Shakespeare's Dictionary? Skepticism Abounds,
Chronicle of Higher Education, Jennifer Howard

<http://ohc.shakespeareeeh.com/barack-obama>



Audience Poll #2:

Which of the first 5 motivational
principles will you use the most?

- A. Tone/Climate
- B. Encouragement/Feedback
- C. Curiosity/Fun
- D. Variety/Novelty
- E. Autonomy/Choice/Flexibility



Audience Poll #3:

Any light bulbs going off in your
head so far...? If so, where?

- A. Yes definitely
- B. Maybe
- C. No



6. Relevance, Meaningfulness: A. Video Scenario Learning Accounting Interviews and Preparatory Course Review Modules (Franklin University, cost and forensic accounting course)

<http://video.franklin.edu/Franklin/acct/managerialAccounting/cost-behavior-player.html>
<http://video.franklin.edu/Franklin/acct/342/common/fraudScenario2.html>

Cost Behavior

| Variable Cost | Fixed Cost |
|--|------------------------|
| Sheet metal in cars | Advertising costs |
| Wages paid to the workers sewing | Manager salaries |
| Fuel used by a trucking company | Property insurance |
| Packing materials needed for ship products | Warehouse rental costs |
| | Security guard |

6. Relevance, Meaningfulness: B. Case-Based Learning: Instructor Cases (e.g., Mark Braun, IU)

Stomach, endoscopic examination and biopsy:
Poorly differentiated tubular adenocarcinoma

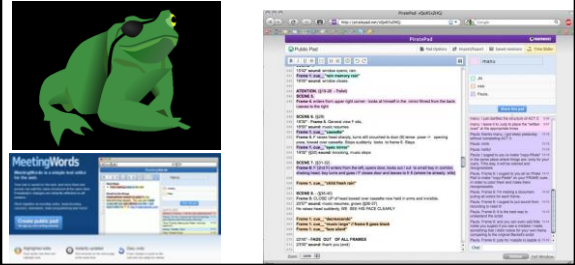
Final conclusion:
Advanced gastric carcinoma with multiple lung metastasis with lymphatic growth

7. Interactive, Collaborative: A. Collaboration and Discussion in Google Hangouts, Jabber, Skype, etc (January 29 and February 25, 2013)



7. Interactive, Collaborative: B. Negotiate Meanings Online (e.g., PiratePad: <http://meetingwords.com/>)

MeetingWords is a simple text editor for the web. Your text is saved on the web, and more than one person can edit the same document at the same time. Everybody's changes are instantly reflected on all screens. Work together on meeting notes, brainstorming sessions, homework, team programming and more!



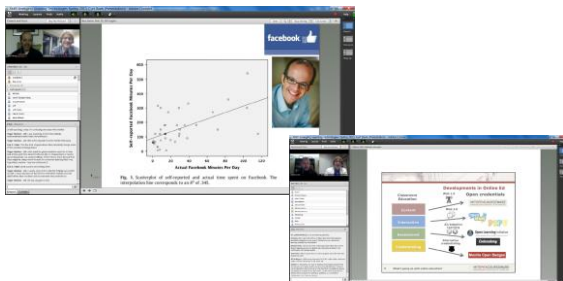
8. Engagement, Effort: A. Student Generated Timelines, (e.g., Dipity, Simile, Xtimeline, Timeglider, Meograph) (e.g., Raymond Chandler, The Big Sleep, Kate Hurd) <http://hurdinsuranceagency.com/thebigsleep/>



8. Engagement, Effort: B. Arab spring: an interactive timeline of Middle East protests, The Guardian, Garry Blight, and Sheila Pulham, July 12, 2011 <http://www.guardian.co.uk/world/interactive/2011/mar/22/middle-east-protest-interactive-timeline>



8. Engagement, Effort: C. Guest Speaker Quotes (Rey Junco, February 25, 2013)



8. Engagement, Effort: D. Cage Matches or Debates (with audience topical suggestions) Cage Match on MOOCs at SXSWedu 2013 (Curt Bonk & Chuck Severance)

<http://chronicle.com/stories/2013/03/south-by-southwest-education-event-hondore-divide-online-education-and-educators/42772>
<https://soundcloud.com/sxswedu/cage-match-the-massive-open>



9. Tension, Challenge, etc.:

A. Online Math Competitions

(i.e., Math March Madness, Greg Toppo, March 26, 2013, USA Today)
<http://www.staragacette.com/article/20130326/NEWS02/201306006/Fibonacci-Final-Four-Math-March-Madness-coming>

Fibonacci Final Four? Math March Madness coming

7:25 AM, Mar 26, 2013 | Comments | Be the first of your friends

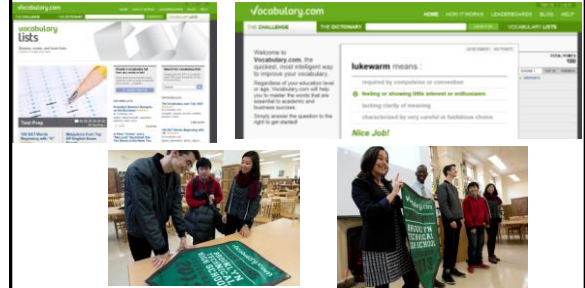


Yonkers students, including Joseph Papp, compete in a math competition. © Joe T. O'Neil, USA TODAY

9. Tension, Challenge, etc.:

B. Vocabulary Competitions

(e.g., Kids learning new words at warp speed, January 14, 2014, Greg Toppo (Georgia Scurletis, Dir of Curriculum Development, for Vocabulary.com (Thinkmap) presents a banner to Marc Williams, Brooklyn Technical High School)
<http://www.staragacette.com/article/20140114/LOCAL/201401140111/vocabulary-schools-online-competition-education-students-teachers/4555872>
 Vocabulary.com: <https://www.vocabulary.com/>



10. Yields Products, Goals:

A. Final Product Video Summaries

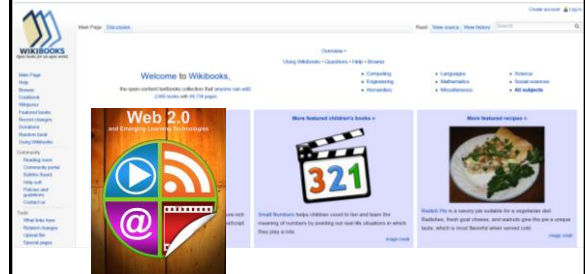
Piercarlo Abate: <http://www.youtube.com/watch?v=-TURzH00aU>
 Qi Li, Gangnam: <http://www.youtube.com/watch?v=7Q429lqxZaU&feature=youtu.be>
 Miguel Lara (Web 2.0 FREEDOM): <http://www.youtube.com/watch?v=8cmCFWl9lW8>



10. Yields Products, Goals:

B. Write Wikibook Chapters

http://en.wikibooks.org/wiki/Web_2.0_and_Emerging_Learning_Technologies/Endpaper_and_Technology
http://en.wikibooks.org/wiki/Web_2.0_and_Emerging_Learning_Technologies



10. Yields Products, Goals:

C. Goal Setting Tools

(e.g., I Done This, Milestone Planner, and 43 Things)



43 Things is the world's largest goal-setting community. People here want to:

1. [Discover](#) / [How to](#) / [Find Inspiration](#) / [Track It](#) / [Join our goal-based social network](#) / [Design my own 43Things](#) / [Help](#) / [About](#) / [Contact Us](#) / [Privacy Policy](#) / [Terms of Service](#) / [Sitemap](#) / [Feedback](#)

10. Yields Products, Goals:

D. Multimedia Team Assignments

Multimedia Assignments: Not Just for Film Majors Anymore, April 21, 2014, Chronicle of Higher Education, Danny Ledonne
http://chronicle.com/article/Multimedia-Assignments-Not-Just-for-Film-Majors-Anymore/1459397?cid=nlm_covers&utm_medium=email



This video was made by Robert M. Desnick, a professor of psychology at Adams State, who took his Ledonne's course on filmmaking and went on to make a series of videos to use in his own courses.

Where Are You R2D2?:

Addressing Diverse Learner Needs with
the Read, Reflect, Display, and Do Model

Curtis J. Bonk, Professor, Indiana University
cjbbonk@indiana.edu
<http://mypage.iu.edu/~cjbbonk/>



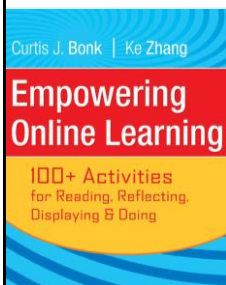
Addressing Learning Styles



**Question: How can technology
address diverse learner
needs?**



Framework: The R2D2 Model



The R2D2 Method

1. Read (Auditory and Verbal Learners)
2. Reflect (Reflective Learners)
3. Display (Visual Learners)
4. Do (Tactile, Kinesthetic, Exploratory Learners)



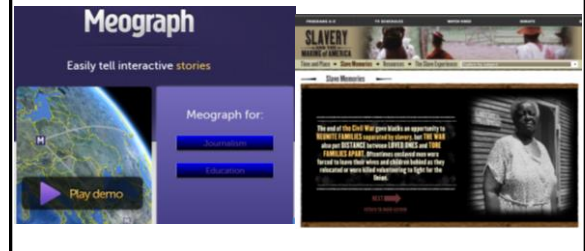
1. Auditory or Verbal Learners

- Auditory and verbal learners prefer words, spoken or written explanations.

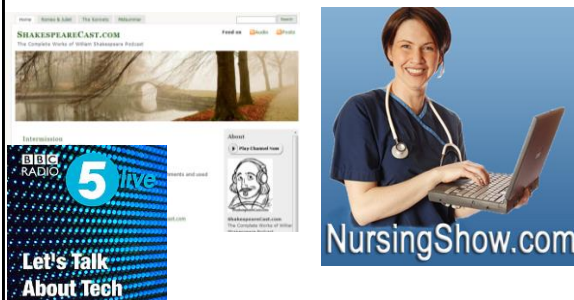


Read 1a. Collect and Listen to Interactive Stories

(e.g., Meograph: <http://www.meograph.com/>)
Timelines with Oral Histories, Slavery and the Making of America
Time and Place, PBS
<http://www.pbs.org/wnet/slavery/timeline/1857.html>



Read 1b. Listen to Open Access Audio Files and Podcast Shows



Read 1c. Follow Someone on Twitter (Twitter in Education)

<http://twitterforeducation.wikispaces.com/Educational+Uses+of+Twitter>

How might we use Twitter in the Classroom? (please share your ideas!)

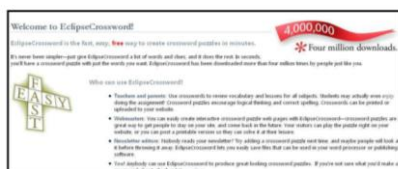
1. Project brainstorming
2. Sharing online resources (internet sites)
3. Connecting to others around the world
4. Publishing or sharing links to published work
5. Publicity for important events, blog posts, websites, podcasts, videos, live meetings/discussions, etc.
6. Twitter can serve as a resource to get help.
7. Twitter can serve as your support group when struggling with a difficult task.
8. Twitter provides a way to virtually attend conferences, workshops, conventions, etc. (via #hashtags).
9. Back channel during lectures (using event specific hashtags like #newtonfirstlaw) – students can go back to Twitter to review, reflect, study key points shared
10. Back channel during videos/slideshows
11. Back channel during student presentations

30 Ways to Use Twitter in the Classroom (Google Presentation)
http://docs.google.com/presentation/d/1d-qh2evd_118t8bns8#



Read 1d. Online Crossword Puzzles (e.g., <http://www.eclipsecrossword.com/>)

Create Online Crossword Puzzles!



<http://www.eclipsecrossword.com/>

Read 1e. Grammar Checkers (e.g., Grammarly, Ginger, GrammarCheck, PaperRater, and SpellCheckPlus)

<http://www.grammarly.com/>



Read 1f. Facebook Course Pages (100 ways to use Facebook in education; e.g., homework help, polling students, highlight vocabulary, archive discussions)

<http://www.teachthought.com/technology/100-ways-to-use-facebook-in-education-by-category/>

1. **Ask for information:** Instead of trusting Wikipedia, ask the crowd on Facebook. One kindergarten teacher asked parents to research seeds and got great information about the largest seed in the world according to the Guinness Book of World Records.
2. **Attend remote lectures:** Using Facebook, you can tune into remote lectures and presentations from around the world.
3. **Museums and more:** Help your students follow along with local and international museums, art galleries, exhibits, and more for enriched learning on Facebook.
4. **Firsthand research:** Students can connect with family members for genealogy assignments, discuss issues with local celebrities and more through Facebook.
5. **Follow politicians:** If your class is studying the current election, use Facebook to follow politicians on the local, state, and national scale. You can even ask students to interact with the candidates, posing questions and getting feedback.
6. **Learning games:** Plenty of games are on Facebook, and many of them are educational. Examples include Facebook crosswords, math games, and more as a reward in your classroom.
7. **Public polling:** Students can research and poll friends and family on Facebook.
8. **Applications:** Flashcards, Courses, and more offer easy ways to use Facebook in the classroom.



2. Reflective and Observational Learners

- Reflective and observational learners prefer to reflect, observe, view, and watch learning; they make careful judgments and view things from different perspectives



Reflect 2a. Internship and Practicum Experiences



Reflect 2b. Big Issue Reflections (Big Questions Online (BQO)), May 27, 2014 (e.g., What makes us generous? What is the difference between knowledge and understanding?)

<https://www.bigquestionsonline.com/content/do-we-have-souls>

Reflect 2c.

Reflect on Virtual Timelines (Dipity, xtimeline, Simile, etc.) (How Facebook changed our lives, Marco della Cava, USA Today, February 3, 2014)

<http://www.usatoday.com/story/tech/2014/02/02/facebook-changed-our-lives/2563279/>

<http://www.usatoday.com/tech/news/story/2011-09-22/steve-jobs-dies/50672498/1>

<http://www.usatoday.com/story/tech/2013/04/10/harrison-ford-jackie-robinson/2001783/>

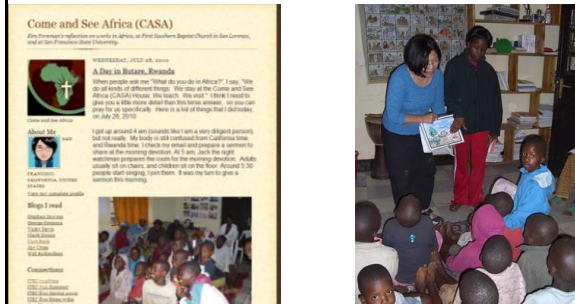


Reflect 2d. Create or Reflect on Virtual Timelines with Media (Dipity, Simile, Xtimeline, Timeglider, Meograph)

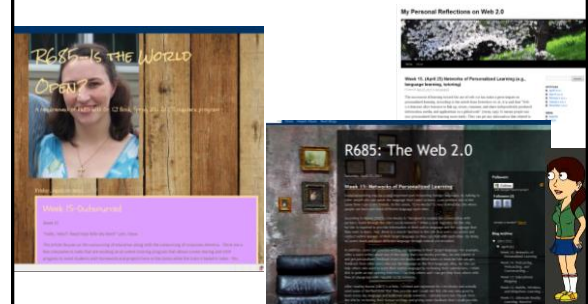
<http://www.usatoday.com/tech/news/story/2011-09-22/steve-jobs-dies/50672498/1>



Reflect 2e. Cultural Blogs (e.g., Dr. Kim Foreman, San Fran State Univ, Come and See Africa Blog; <http://comeandseeafrica.blogspot.com/>)



Reflect 2f. Critical Friend Blog Postings (Kristen and Susan)



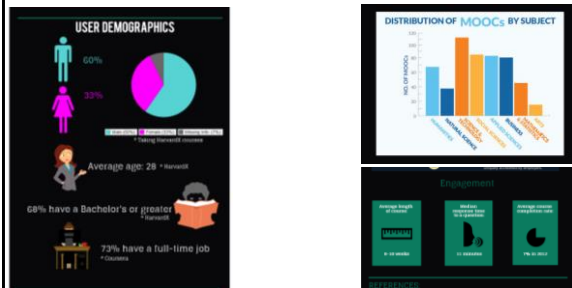
Reflect 2g. Interpreting Infographics

Infographic: Global MOOC statistics, April 17, 2014

eCampus News, Meris Stansbury

<http://www.ecampusnews.com/research/infographic-moocs-global-436/>

Infographic: <https://magic.piktochart.com/output/1747660-moocs>



3. Visual Learners

- Visual learners prefer diagrams, flowcharts, timelines, pictures, films, and demonstrations.



Display 3a. Online Art

Google Art Project,
NBC Nightly News, April 3, 2012

<http://www.msnbc.msn.com/id/3032619/vp/46945508#46945508>



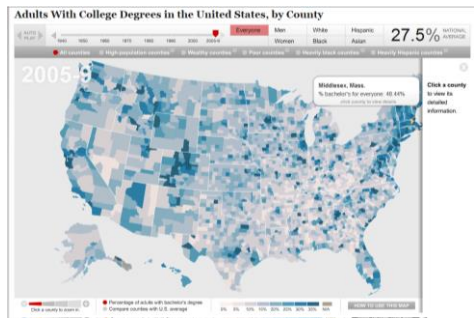
Display 3b. Virtualize Words Used (e.g., Wordle, Taggedo, Tagul, WordSift, Word It Out)

<http://shellyterrell.com/2010/02/14/12-word-cloud-resources-tips-tools/>



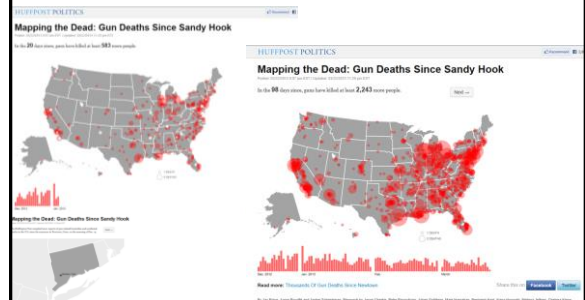
Display 3c. Interactive Map Timelines (adults with college degrees by county, May 7, 2012)

http://todaycampus.com/article/Keith_Hampson_interviews_josh_keller_on_interactive_graphics_for_higher_education



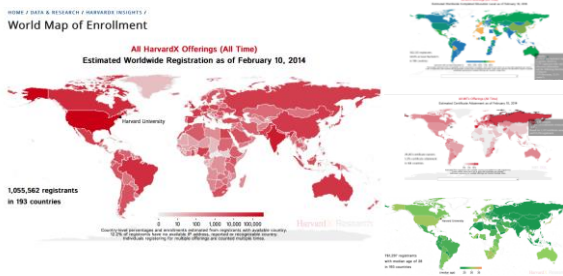
Reflect 2d. Reflections on Interactive Maps Mapping the Dead: Gun Deaths Since Sandy Hook, Huffington Post, March 22, 2013

<http://data.huffingtonpost.com/2013/03/gun-deaths>



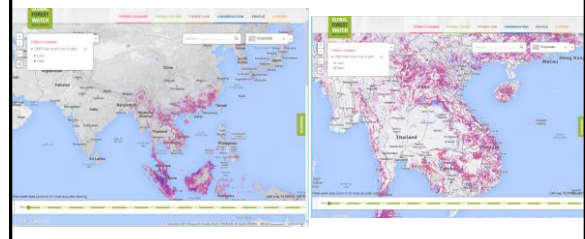
Display 3e. Data Visualization Tools (Harvard and MIT MOOCs) Lawrence Biemiller, February 20, 2014, Chronicle of Higher Education

<http://chronicle.com/blogs/technology/harvard-and-mit-reveal-visualization-tools-for-know-of-moc-data/26311>



Display 3f. Map Trend Interpretations e.g., Global Forest Watch (April 2014)

<http://www.globalforestwatch.org/map/3/-3.72/27.00/All/grayscale/loss/596>



Display 3g. Making Projections (e.g., Surging Seas, Climate Central)

<http://sealevel.climatecentral.org/>

Climate changes visible by ZIP code with new online tools
Wendy Koch, USA Today, April 20, 2014

<http://www.usatoday.com/story/news/nation/2014/04/20/climate-change-new-online-tools/7739415/>



Display 3h. Videos for clinical education (Sungkyunkwan University School of Medicine, www.mededu.or.kr)



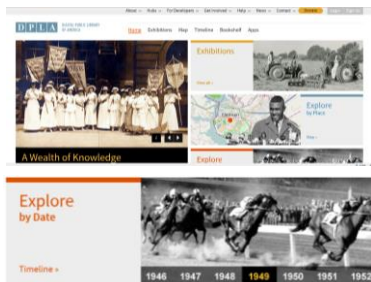
Display 3i. Video Animations and Simulations



Display 3j. Virtual Microscopes



Display 3k. Visual Library Search Digital Public Library of America <http://dp.la/>



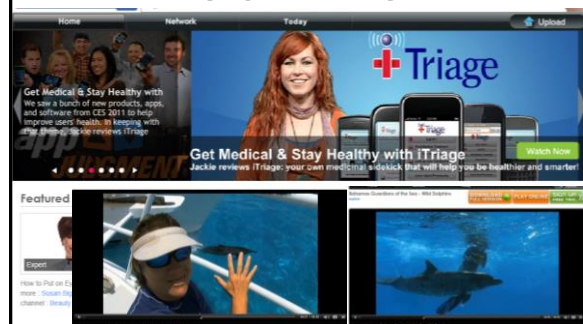
Display 3k. Explore Online Library Timeline (e.g., Digital Public Library of America, <http://dp.la/>)



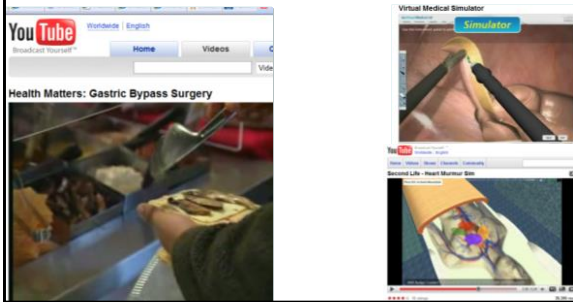
Display 3L. Online Timelines (US Presidents)



Display 3M. TV Lesson (expert videos)



Display 3n. Medical Animations (e.g., YouTube, CNN, BBC)

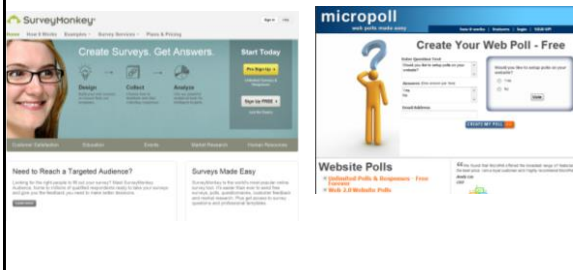


4. Tactile/Kinesthetic Learners

- Tactile/kinesthetic senses can be engaged in the learning process as role play, dramatization, cooperative games, simulations, creative movement and dance, multi-sensory activities, manipulatives and hands-on projects.



Do 4a. Survey Research and Market Analysis (e.g., Mister Poll, MicroPoll, Zoomerang, SurveyShare)



Do 4b. Student Class Documentaries

Umida's R546 Documentary Project

http://www.youtube.com/watch?v=EMLTzqCV_5A

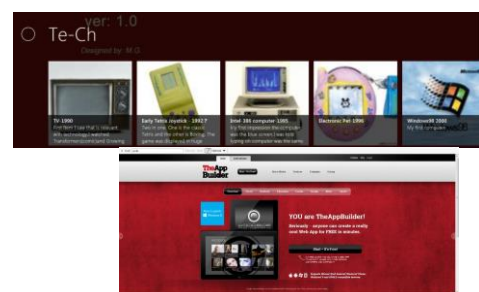


Do 4c. Uploading Mobile Books (e.g., BookRix, <http://www.bookrix.com/>)



Do 4d. Student Mobile App Creation

The App Builder: <http://www.theappbuilder.com/>
Mintian Guo (April 2013): <http://myapp.is/r685final>



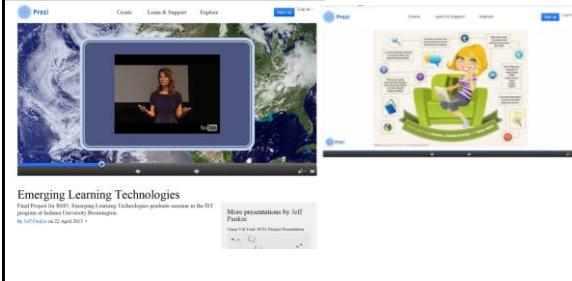
Do 4e. Course Recap Prezi Presentations

Jeff Pankin, MIT, Prezi, Emerging Learning Technologies

<http://prezi.com/tubwzqmf/emerging-learning-technologies/>

Jeffrey Sarrette, Today's World

<http://prezi.com/-lqzyothst-r/r685-final-project>



Do 4f. Singing YouTube Summaries

Daniel Halluska, P540, Fall 2011

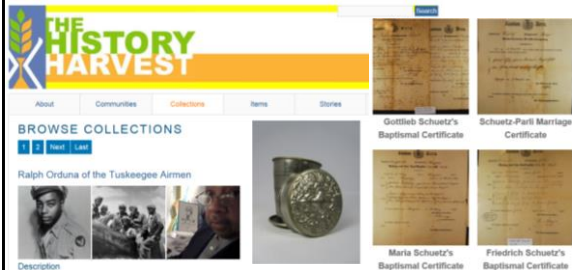
<http://www.youtube.com/watch?v=tOL7lrGsqnw>



Do 4g. Class or Community Oral Histories

(e.g., The History Harvest, December 21, 2012)

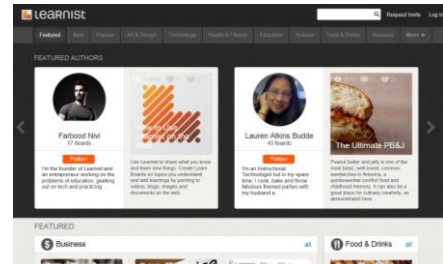
<http://historyharvest.unl.edu/collections>



Do 4h. Student Expertise

(e.g., Learnist)

<http://learni.st/category/featured#/category/featured>

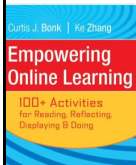


Do 4i. Podcast Productions and Shows

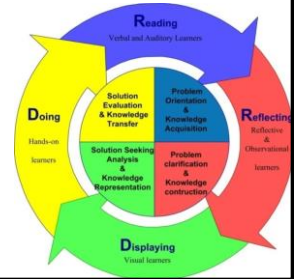
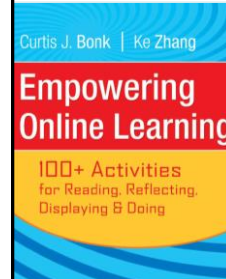


Poll #1: What phase of the R2D2 Method do you like best?

- A. Read (Auditory and Verbal Learners)
- B. Reflect (Reflective Learners)
- C. Display (Visual Learners)
- D. Do (Tactile, Kinesthetic, Exploratory Learners)



Poll #2: How will you use R2D2?



Poll #3: How many ideas did you get from this talk?

- 1. 0 if I am lucky.
- 2. Just 1.
- 3. 2, yes, 2...just 2!
- 4. Do I hear 3? 3!!!!
- 5. 4-5.
- 6. 5-10.
- 7. More than 10.



Stop and Share: Three Words from this Session!



3 3 3



Any Questions?

Try the R2D2 Model!

Slides at: TrainingShare.com

Papers: PublicationShare.com

Book: <http://worldisopen.com/>

Dr. Curt Bonk – CJBonk@Indiana.edu

