

Creating a Growth-Oriented Climate

When

- Participants need some active involvement related to developing connections and relationships with others on the team
- People need a change of state and another colleague to discuss an idea
- There is a need for team building
- Content need to be shared and discussed

Examples and Uses

- If the team is implementing differentiated instruction, this strategy can yield statements that would foster dialogue and keep the implementation going
- This can be used for sharing of thoughts on a particular topic
- This can be used for sharing what works with a set of skills after teachers have had time to practice in their classrooms

Examples

Find someone who:

1. Has created and can describe a challenging assignment for more able learners in his or her class

2. Can explain why it is important to differentiate instruction in the classroom

3. Will share how to use focus strategies/activities in his or her classroom

Find someone who can tell you:

One way to help students be self-reliant and self-regulate their learning	A way to promote metacognition	An assessment that yields immediate data
A note-taking and summarizing skill (like combination notes)	A way for students to articulate their next learning steps	A strategy that stresses resiliency and aspires students to challenge themselves
A strategy for students to set their own goals	A suggestion to help motivate learners	A strategy that helps students see errors as opportunities and is comfortable saying that they don't know and/or need help

THREE BEHAVIORS THAT POSITIVELY INFLUENCE PEOPLE

Meaningful Relationships Start With Positive Interactions

Have you ever taken a good look at people and their careers? Some literally hate their work, and always complain, some tolerate their work and see it as a paycheck, and finally, there are those who absolutely love what they do and cherish it. The third group is probably the smallest but these people stand out because they simply make things better.

Researching and studying these characteristics and observing my own clients has lead me to a few conclusions; those who positively shape the organization around them possess 3 core behaviors that set them apart.

1. They commit to continually learning.

Some of the most influential people I know realize that they are not perfect. They understand that their learning has no plateaus, as they consistently look for ways to close gaps and limitations. When you're a learner, you seek clarity. These people know inherently that vague desires and beliefs will most likely lead to vague outcomes. Because of their sense of direction, they maintain the ability to stick to their goals and achieve their dreams.

By contrast, I know a lot of narcissists who aim to be the best in everything, even if it is something they are not interested in.

2. They share what they know.

I know of several authors or "experts" who keep their knowledge secret, very close to the vest. The only conclusion I can arrive at is that they are afraid to let it out for fear someone will steal it, or in some cases, do it even better. This is the opposite of a positive influencer's mindset. Those colleagues who make a true positive difference can not help but share and teach what they've learned. They don't see their knowledge as something only they can do – they see it as information that has to be shared with the rest of the grade level, the school, and the district. They believe their innovations will be of value to others. In sum, they live the universal principle – "the more you give, the more you get."

3. They engage with people that mutually benefit everyone involved.

Many educators understand the power of relational trust, connection, and engaging with each other openly. These people are not afraid to get "out there" –to connect with others, enthusiastically sharing their knowledge and talents, even sensitively challenging other viewpoints and opinions. They are not shy and introverted. In fact, they actively seek to build environments that build and catapult better personal and professional relationships. Anything and everything they want to achieve is based on authentic and supportive relationships.

Are you eager to make a positive impact in your organization? If you are, how do these behaviors match your own? How are they different?