

Anywhere + Anytime = Never

Tackling the **motivation** challenges
of continual learning

Betha Gutsche, OCLC/WebJunction
Elizabeth Iaukea, Washington State Library

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Scanners — Divers



- Prefer a broad view
- Grasp general concepts
- Connect areas of knowledge
- Learn well without structure
- Resist rigid learning plans

- Master specific details before general concepts
- Prefer methodical approach
- Ignore less relevant information
- Like clearly defined goals

Approach to learning



Scanners — Divers



- Look for big concepts & organizing principles
- Explore multiple aspects at once
- Skim resources that look relevant
- *List aspects to master later*

- Develop your structured plan
- Define scope & prioritize aspects to focus on
- Learn each step or subtopic fully before proceeding
- *Be aware of larger field surrounding your chosen focus*

Recommendations

Motivation challenges

What barriers have you (or your learners) experienced in pursuing self-directed learning?



Photo: Learning by CollegeDegrees360 on Flickr



Extrinsic

Intrinsic



Which is more motivating—
external or internal rewards?

Extrinsic



Intrinsic

Autonomy

Mastery

Purpose



Autonomy

We are powerful and natural explorers.



Mastery



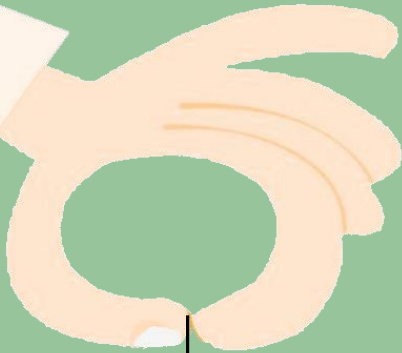
We have an inner personal drive to become good at something.

Purpose



We derive deep satisfaction from feeling part of something greater and loftier than ourselves.

but wait ...



“small, even piddling, rewards could promote, rather than undermine, autonomous motivation in online classrooms”

—from study by Garaus, Fürtmuller, Güttel

Good
Job!

Motivator Discovery

- Work together to identify motivators that address barriers listed on the flip charts
- Be specific about which barriers are addressed by each motivator
- Consider if it is a motivator for a scanner, diver or both.



WALT Learn Together Group

①

What works

- schedule it - don't leave it open to chance small, frequent milestones
- deadlines can be good
- clearly articulated benefits
- immediate need
- autonomy
- peer pressure
- FOMO fear of missing out
- clear expectations

② Not so effective

- have a plan to go to immediately
- expecting it to be effective
- smaller steps
- chunking

Agenda for March 18

- propose next learning object, vote, agree, schedule

WALT's self directed learning plan

- goal: wanting to learn more about motivation
- why: motivation is a contributor to learning
- what: watch 20 min. TED talk - Pink on motivation
- when: 2 weeks hence, March 18 @ 1pm online

③

Supporting others' learning

- deadlines
- supported time
- clearly articulated goals, expectations, context, benefits
- group learning - clearly articulate each person's role
- consensus on group norms, expectations

WALT Learns Together

- Clearly articulated, shared expectations
- Close peers
- Deadlines
- Schedule the time on your calendar – with back-ups in case you don't get to it on the first reminder
- Multiple ways to engage with content (read, watch, listen) whenever possible
- “Chunking” content
- Peer “pressure”
- FOMO – Fear Of Missing Out

Self-Directed Achievement

“Self-directed achievement is not a program. It is a **culture.**”



“A culture of **lifelong learning** begins with **me.**”

WHAT SDA is

every person identifies **1** goal

every week spends **1** hour
to achieve the goal



The Goal Formula

I will use (tool/resource) to (goal statement).

examples:

- I will use an online tutorial to learn how to use Google Drive.
- I will use one of the library's e-readers to learn how to download an ebook.
- I will use selected tutorials on lynda.com to learn how to use Excel to create a basic budget.



HOW it works

3 questions each week:

1. Did you accomplish your goal last week?
2. If not, what got in your way?
3. What is your goal this week?

Watch the ripple effect ...

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Reading Conversations



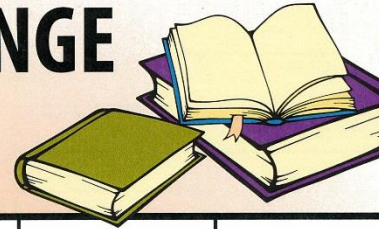
Photo: Casual conversation by Kennedy Library on Flickr

Try to read one title from each different format:

- Print Book
- eBook
- eAudiobook
- Playaway
- Audio CD
- eMagazine

WANT AN EXTRA CHALLENGE?

READER BINGO CHALLENGE



A memoir or biography	An award winner	An audiobook	Title that teaches you how to do or make something	Short stories or essays
Takes place more than 50 years ago	Set in another world or in the future	Recommended by a coworker or patron	A graphic novel (fiction or nonfiction)	Chosen by the cover
Title you've been meaning to read	A children's picture book	Recommend a title to a friend	Set in the Pacific Northwest	Title you would have chosen as a child or teen
Poetry	Based on a fairy tale or legend	Nonfiction from the children's or teen section	Published in 2016	Has crime in it
A title you would take on vacation	Set in a country you're never visited	Has kissing in it	Turned into a movie	Title outside of your comfort zone

Set in another world or in the future

Title that teaches you how to do or make something

Recommend a title to a friend or patron

Title outside of your comfort zone

“Be there or be – um – square”

SCOUT

explore ► create ► share





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Motivator Cards

- Work individually
- Write a single motivator (motivation strategy) on a tiny post-it
 - Your personal motivators
 - Or motivators for your learners
- Attach motivator post-its to your Motivator Card
- Keep in a prominent place at work
 - Adjust motivators as needed



Motivator Cards



Motivation is intensely personal.

motivator

motivator

motivator

motivator

motivator

motivator

motivator

motivator

motivator

motivator



Debrief



What motivators did you discover?

Anywhere-Anytime Resources & Case Studies
on WebJunction: oc.lc/self-directed



Elizabeth Iaukea

elizabeth.iaukea@sos.wa.gov



Betha Gutsche

gutscheb@oclc.org