Anywhere + Anytime = Never

Tackling the motivation challenges of continual learning

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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
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?
Extrinsic / Intrinsic

Which is more motivating—external or internal rewards?
Extrinsic
Intrinsic

Purpose

Autonomy

Mastery
Autonomy

We are powerful and natural explorers.
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.
“small, even piddling, rewards could promote, rather than undermine, autonomous motivation in online classrooms”

—from study by Garaus, Fürtmuller, Güttel
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

What works:
- Schedule it—don’t leave it open to chance
- Deadlines can be good
- Clearly articulated benefits
- Immediate need
- Autonomy
- Peer pressure
- FOMO—fear of missing out
- Clear expectations

Not so effective:
- Have a plan to go to ‘immediately’
- Expecting it to be effective
- Smaller steps
- Chunking

Supporting others’ learning:
- Too many choices
- Ambiguity
- No one person is responsible/accountable

Agenda for March 10:
- 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 18th online

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 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.
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 …
Motivator Discovery

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I’d love to tell you about this book I’m reading.

Cool! I tend to read a different kind of book.

What interests you about the books you like?
Set in another world or in the future

Recommended a title to a friend or patron

Title outside of your comfort zone

Title that teaches you how to do or make something

"Be there or be – um – square"
Motivator Discovery

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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.
Debrief

What motivators did you discover?
Anywhere-Anytime Resources & Case Studies on WebJunction: oc.lc/self-directed

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