

**Young people are not their behaviours.**

*They are not a problem to be solved,  
Or an issue to be fixed,  
But they are human beings who are unique,  
valuable and on a journey of discovering who  
they are, where they fit and what they have  
to offer.*

**Young People Are Untapped Potential**

**Compliance ≠ Engagement**

**Levels of Student Engagement**

**Engagement**  
High Attention + High Commitment

**Strategic Compliance**  
High Attention + Low Commitment

**Ritual Compliance**  
Low Attention + Low Commitment

**Retreatism**  
No Attention + No Commitment

**Rebellion**  
Diverted Attention + No Commitment

based on P. Schlechty and visualization by R. Rios

Ownership Accountability Responsibility	Results +
Blame Excuses Denial	Reasons —

**At Cause OR Effect**

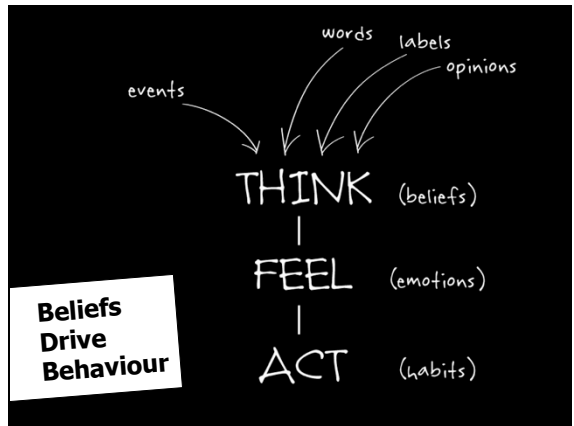
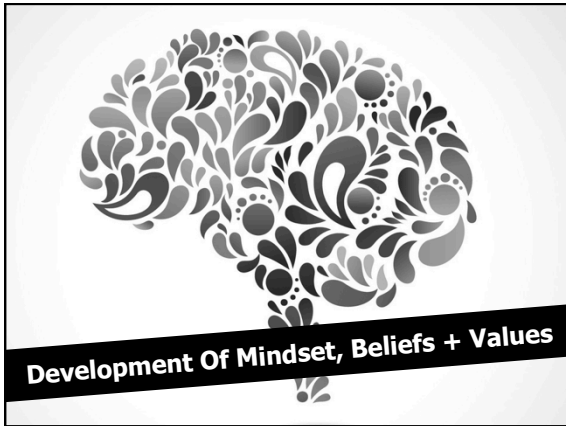
**If You Believe It, You Can Achieve It?!**

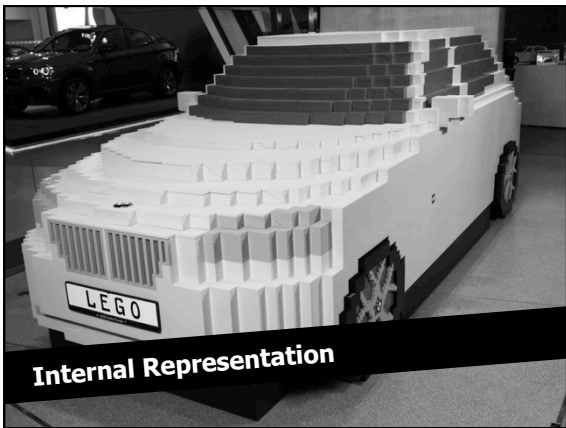
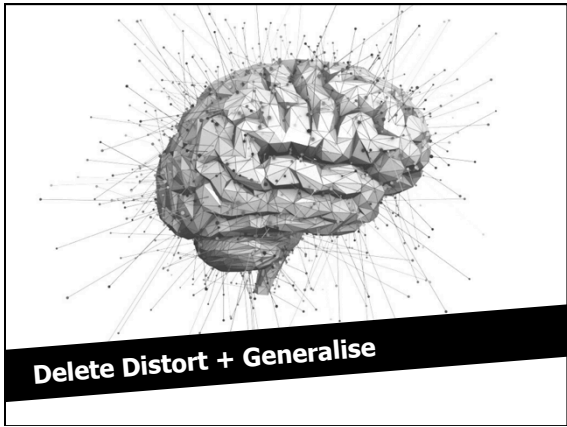
**What Drives Adolescent Behaviour?**

**BEHAVIOUR**

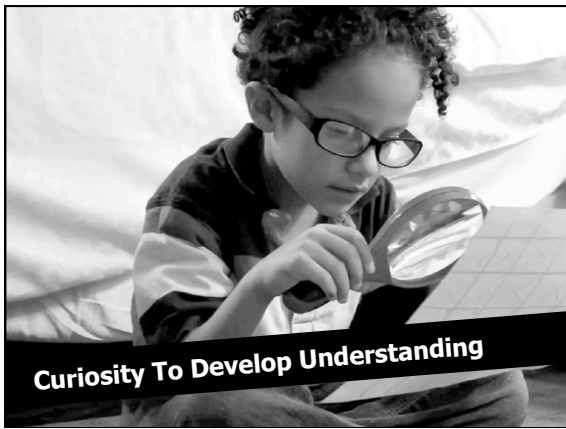
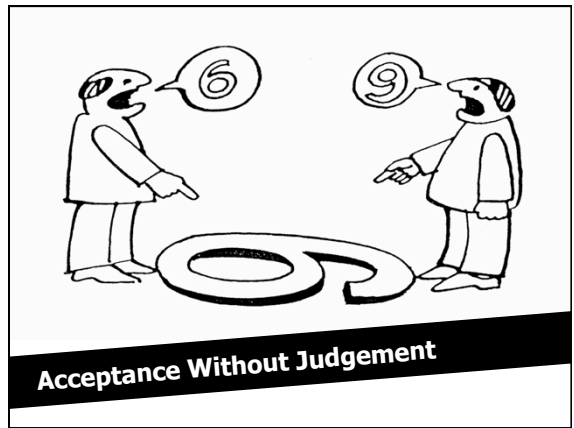
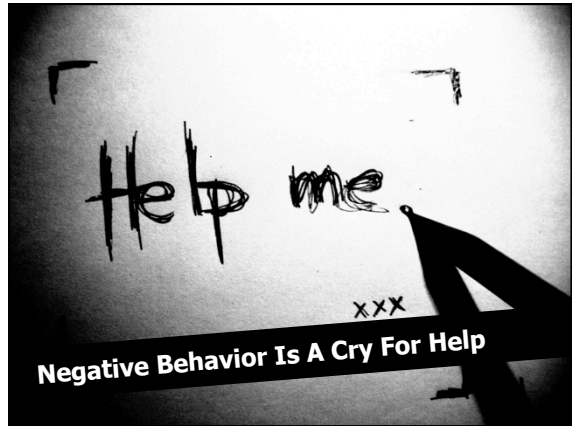
psychology  
mindsets  
beliefs/values  
emotions  
attitudes  
fears  
skills

environment












**Relationship, Relationship, Relationship**

It may not be your job for students to LIKE you, but if students don't LIKE you they will not LEARN from you!

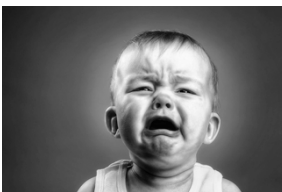


- Relate on levels beyond your subject matter
- "I've noticed..."
- Fight for connection over correction
- Remember the 3 fears/questions



**Emotional Self Management Is Key To Great Learning Outcomes For Your Students**


Your teaching skills and competence can be completely derailed by an inability to manage your own emotions and responses when things get challenging



- Show your students that their challenges and behaviours are a piece of cake
- Create certainty + calm
- Model resilience + self management
- Social + Emotional Learning

**Social + Emotional Learning Transforms Academic Performance, Social Interactions + Well Being**

Research shows that SEL can have a positive impact on school climate and promote a host of academic, social, and emotional benefits for students. Durlak, Weissberg et al.'s recent meta-analysis of 213 rigorous studies of SEL in schools indicates that students receiving quality SEL instruction demonstrated:




- Better Academic Performance
- Better Attitudes + Behaviours
- Increased Motivation To Learn
- Reduced Aggression
- Better Classroom Culture
- Reduce Depression, Anxiety + Stress



### What You Tune In To Will Dictate What You Pick Up


As a teacher your focus needs to be on what you want to see in your students, your classroom and in yourself.



- Pygmalion + Golem Effects
- Set an intention
- Ask empowering questions
- Choose what you focus on
- What needs, fears, beliefs may be at play in behaviours?
- Empathy Without Judgement

### Growth Mindset Encourages Students To Learn, Grow + Develop

When students and educators have a growth mindset, they understand that intelligence can be developed. Students focus on improvement instead of worrying about how smart they are.



- **Administrators** – support staff learning with honest feedback
- **Teachers** – collaborate with other staff and seek honest feedback. Praise students efforts + strategies.
- **Students** – strive to grow and don't shy away from failure, focus on the process.



### 4. Reward The Positive

### Reward Vs Punishment

Punishment has *less* of an impact on managing or modifying behaviour than, positively rewarding desired behaviour.



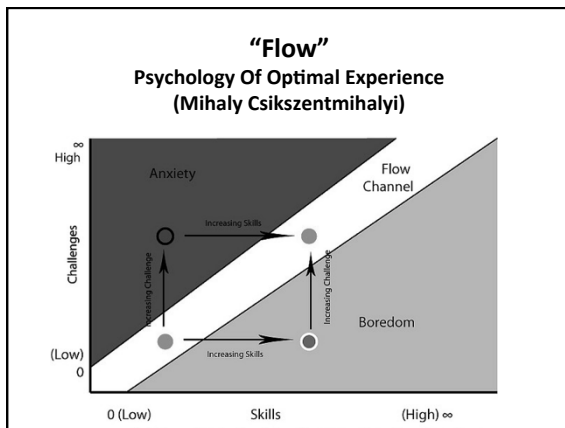
- Focus on **rewards** for positive behaviour.
- **Smaller** and more **immediate** vs Larger and more distant rewards.
- **Peer reward/recognition** have huge impact.

### Gamification In The Classroom

How can we use game dynamics in the classroom for greater motivation and engagement?



- Match skill level to challenge
- Gradual increase in challenge
- Reward – points, badges, levels
- Social Recognition
- Leaderboards
- Missions + Challenges
- Fun



**The Power Of Contribution**

**“...we scientists have found that doing kindness produces the single most reliable momentary increase in well-being of any exercise we have tested.”**  
 - Martin Seligman, Founder of Positive Psychology

**GIVING**

*Changes Everything*

- Social Contribution
- To classmates
- MAD Projects
- Helping Others
- Random Acts of Kindness



**Effectiveness Of Your Communication is 100% The Response You Get**

It is our responsibility to ensure that our communication is received and understood.



- Clarifying Questions
- Ensure Attention
  - 3 Step Attention Getting
- Questions
- Say What You Want



**Find Your Strengths and Use Them**

"...people who felt they were using their strengths have more positive emotion, greater vitality and self-esteem, compared with people who did not feel they used theirs." - UK Study



- Personality Profile
- Behavioural Profile
- Strengths Profile
- Learning Style
- Growth Mindset



**THANK YOU!**

**Nathan Hulls**

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