

Falling in Love With Education Again

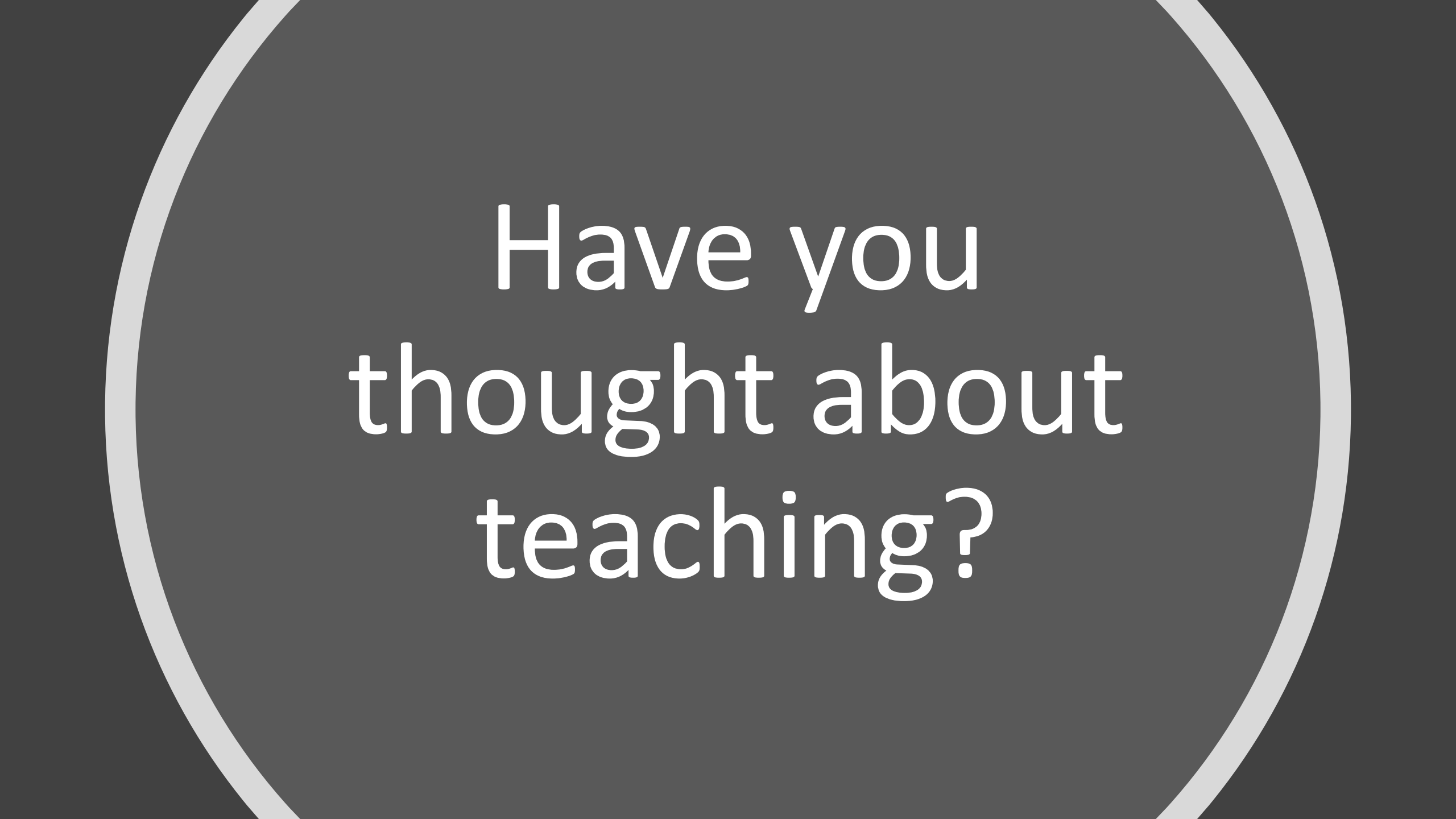
Purpose, Passion, & Progress

David McKay Boren
Brigham Young University
CITES Instructional Leadership Conference, March 2023

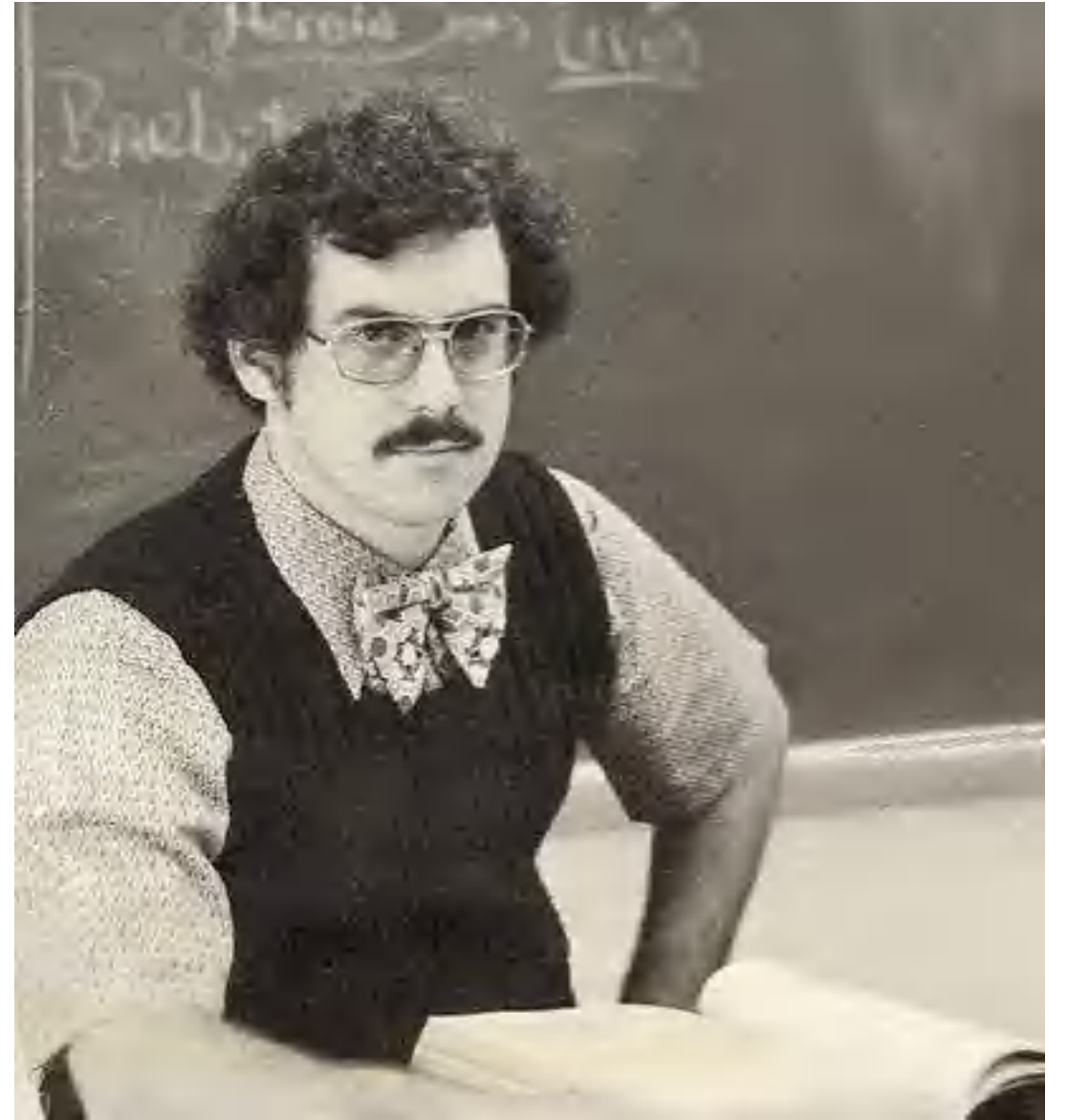




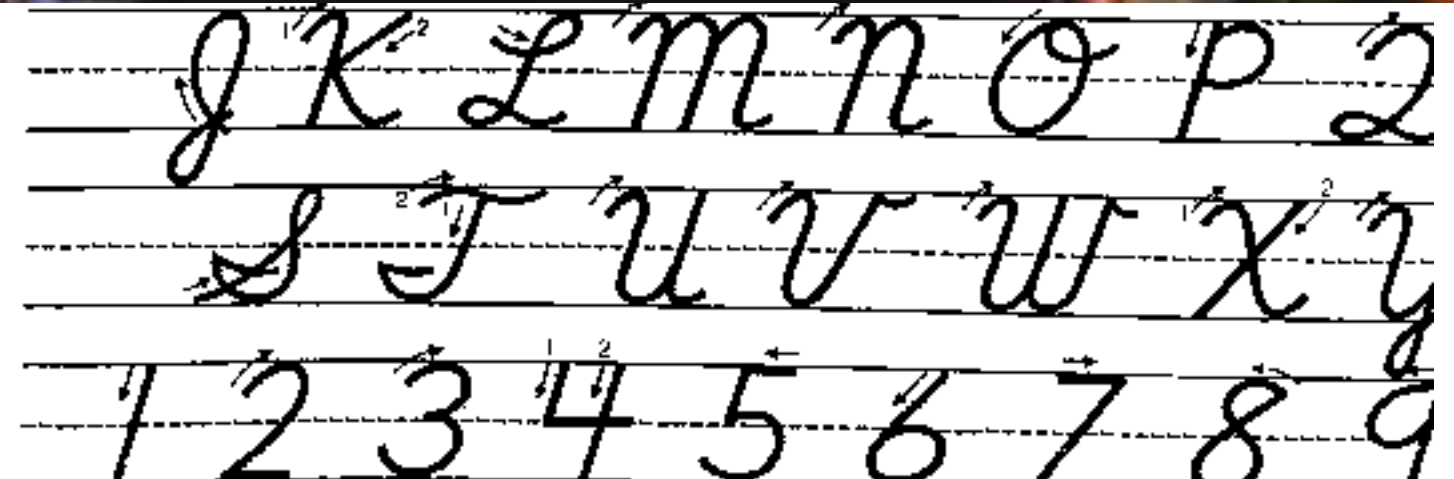




Have you
thought about
teaching?



“Why don’t
you make your
life a mission?”



What Is a Calling Orientation?

Job Orientation: A means to earn money and resources necessary to live.

Career Orientation: A way to contribute and advance through the ranks while making a living.

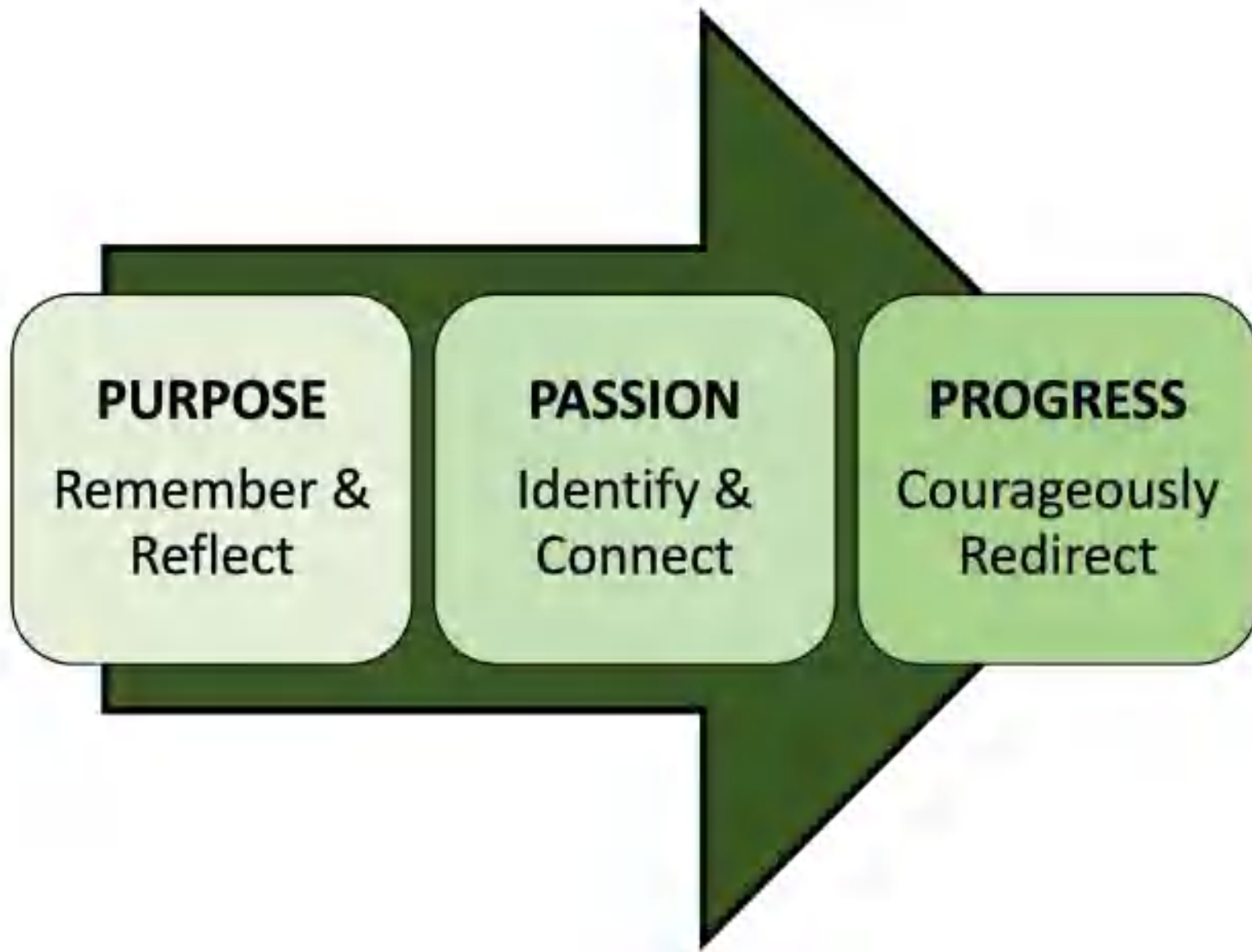
Calling Orientation: Feeling a sense of identity, destiny, or summons that matches a meaningful higher purpose (Wrzesniewski et al., 1997; Saraf, P., & Murthy, C. G. V., 2020).

1. Clear meaning or purpose
2. Desire to make the world better
3. Action orientation

(Elangovan et al. 2010)

Why a Calling Orientation?

- Cope better with stress (Treadgold, 1999)
- Less emotional exhaustion (Treadgold, 1999)
- Less job burnout (Fouché et al. 2017)
- Greater work engagement & dedication (Gazica & Spector, 2015; Ziedelis, A., 2019)
- Career commitment (Gazica & Spector, 2015)
- Stronger kinship with other calling-oriented co-workers (Bunderson, 2009)
- Higher job performance (Newness, 2014)
- Career satisfaction (Duffy & Sedlacek, 2007; Lan et al., 2013)
- Work-to-family enrichment (Choi et al., 2018)
- Better physical health (Duffy & Dik, 2013)
- Enhanced overall well-being (Conway et al., 2015)
- Life Satisfaction (Gradišek et al. 2020; Rijavec et al., 2016; 2018; Duffy et al., 2013)



PURPOSE

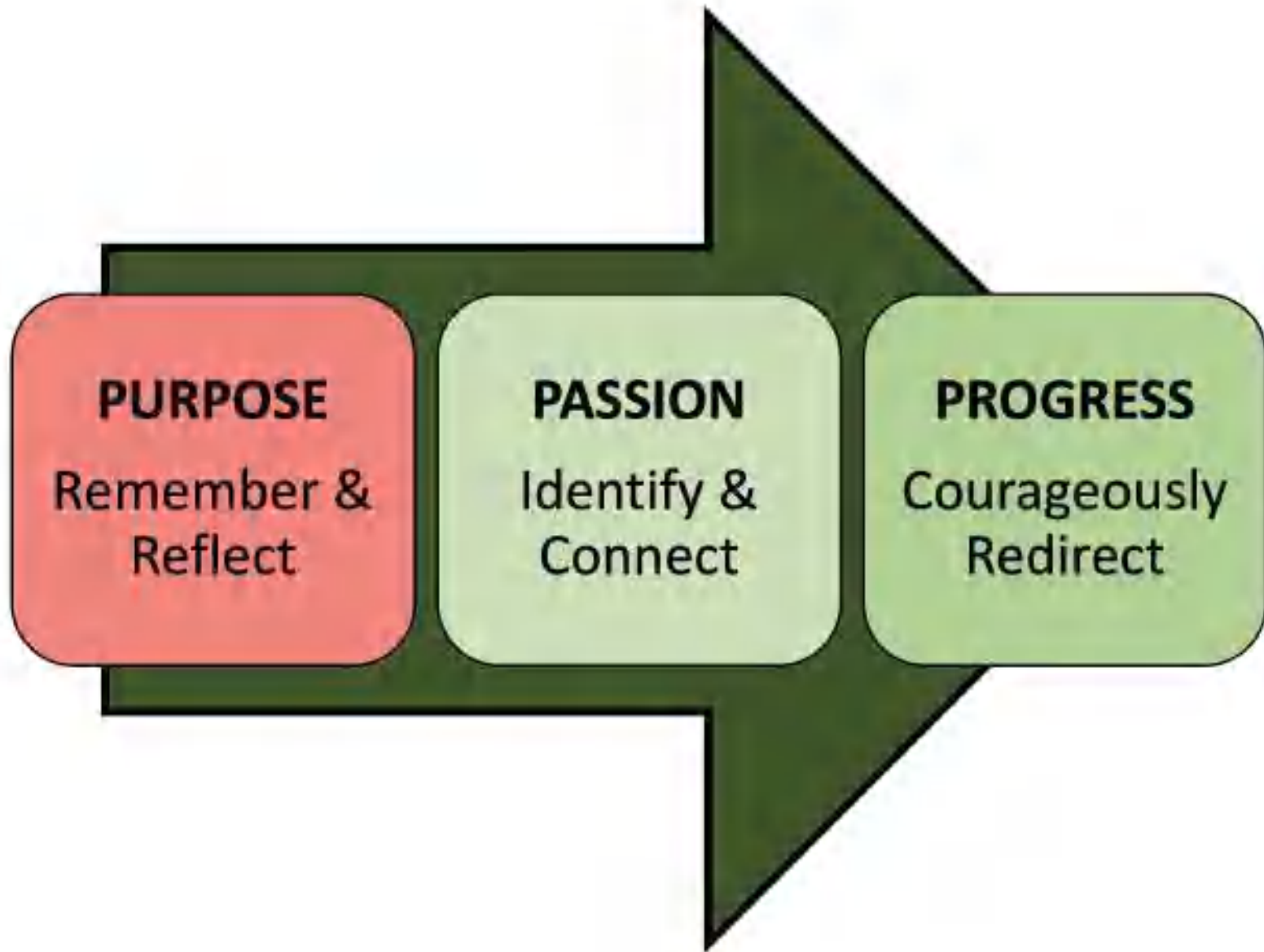
Remember &
Reflect

PASSION

Identify &
Connect

PROGRESS

Courageously
Redirect



Remember Why
We Chose Education!



ONLY IN MATH PROBLEMS CAN YOU BUY
60 CANTALoupES AND NO ONE ASKS
WHAT THE HECK IS WRONG WITH YOU.



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STANDARDIZED TESTING		
10000	90000	170000
20000	100000	190000
30000	110000	190000
40000	120000	200000
50000	130000	210000
60000	140000	220000
70000	150000	230000
80000	160000	240000



“I can't do this, Sam!”



Please don't make me
go to school tomorrow!

But Honey,
you're the teacher.







Remember Why
We Chose Education!

Remember the
Good Times!

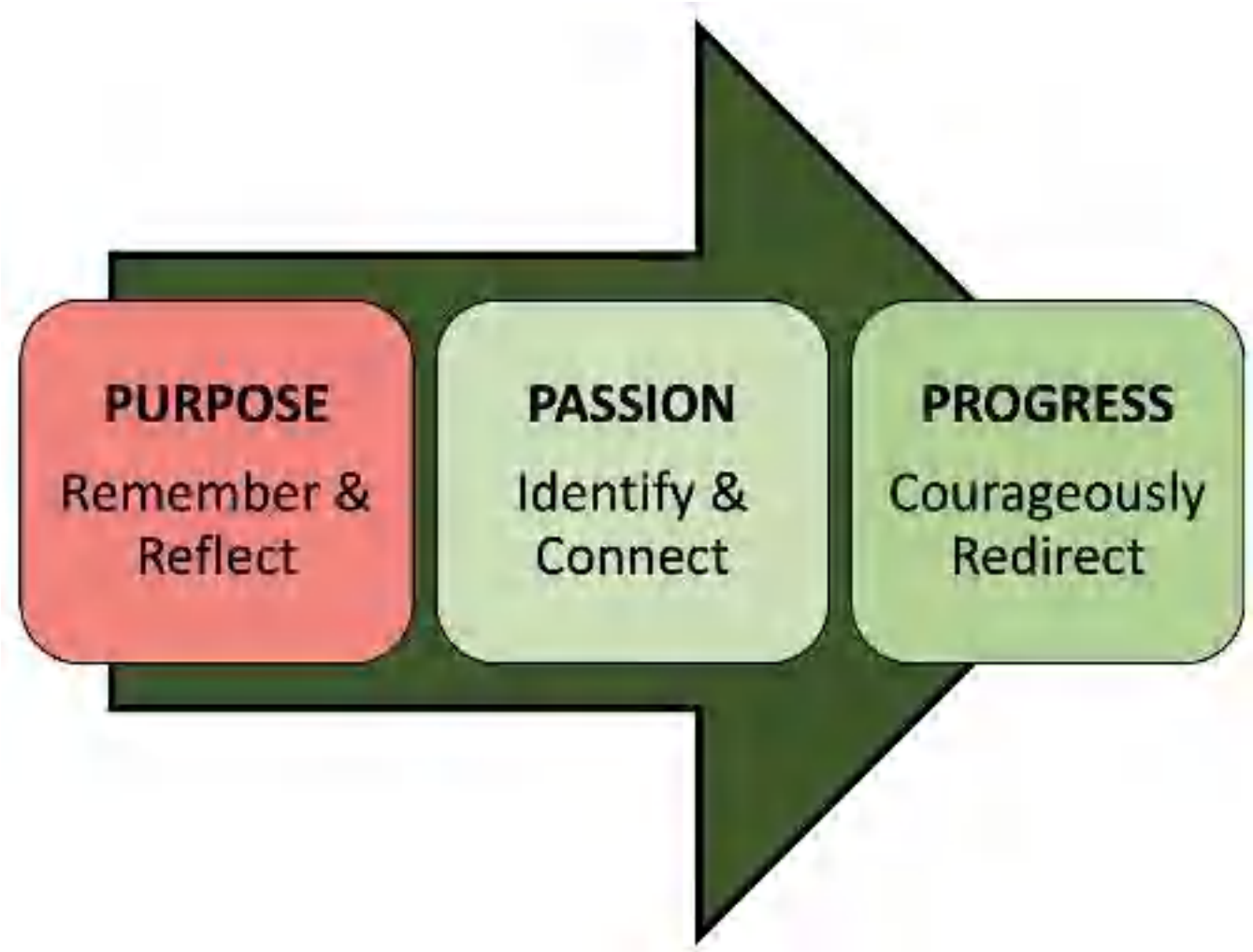


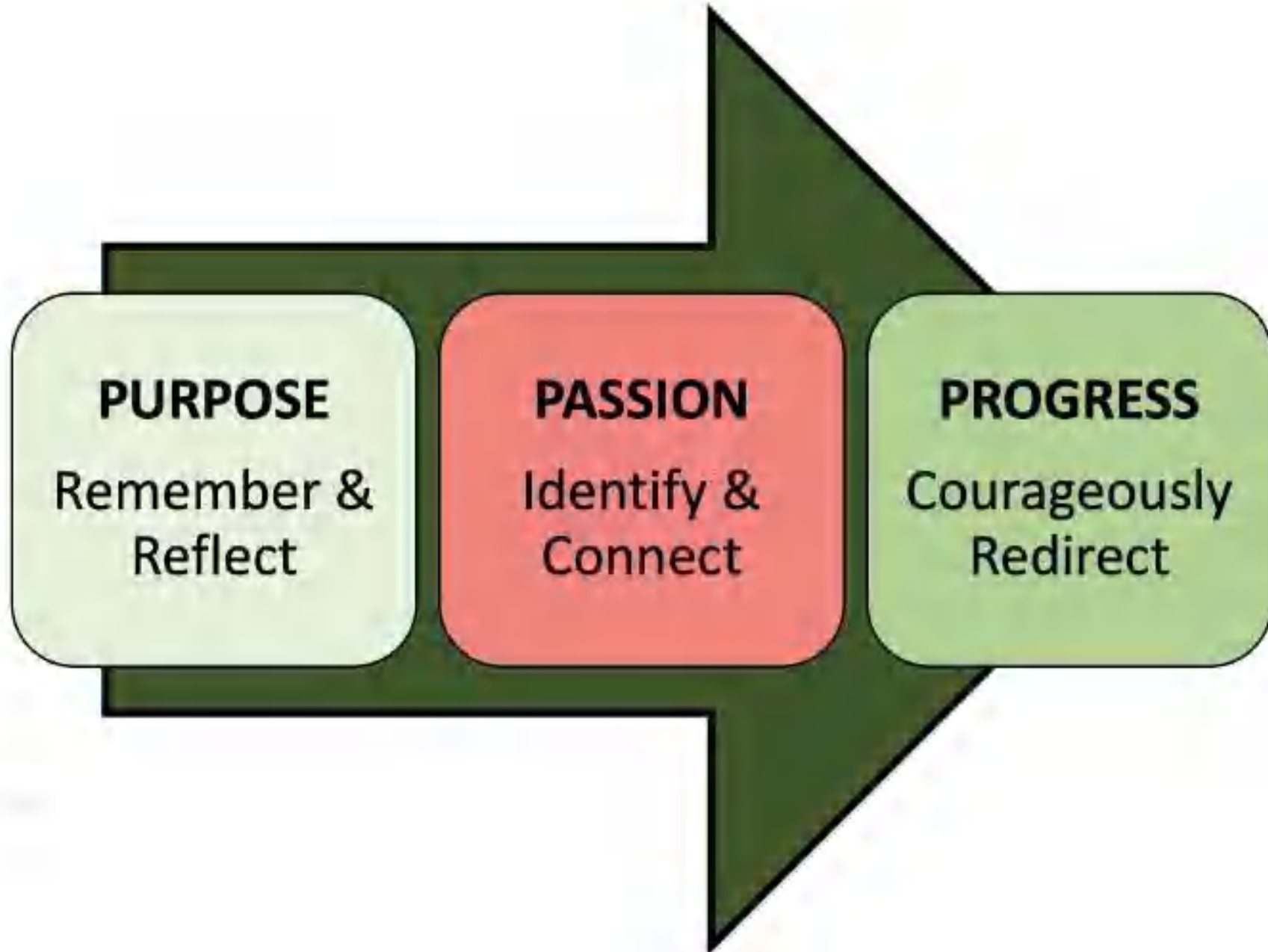


What led you to education?

How do you remind yourself of your deep why?

What have been some career highlights?





Energizer or Drainer?



Be an Energizer!
Be A Joy to Work With!



The power to spark positive emotional contagion multiplies if you are in a leadership position. Studies have found that when leaders are in a positive mood, their employees are more likely to be in a positive mood themselves.

George & Bettenhausen, 1990



Let no one ever
come to you
without coming
away better and
happier.

Mother Teresa



Associate With Energizers! Help Others Do the Same!



We take on the attributes of those we hang out with... Develop friendships with colleagues who... provide both light and energy.

Carol Ann Tomlinson, 2011, p. 25

Express Hope & Gratitude Frequently and Publicly

The people who have the most power are the ones who are the most expressive of their mindset, positive or negative. The problem is that most systems have this huge class of people---31 percent--- who are engaged and positive but are not expressing it, which means that the social script is largely being written by more vocal negative individuals.

Shawn Achor, 2018, p. 139



Have Some Fun!

Why are our schools not places of joy?
John Goodlad

Find “ways for students, teachers, and administrators to take a break from the sometimes emotional, tense, and serious school day and have some fun together.”

Steven Wolk, 2008, p. 14



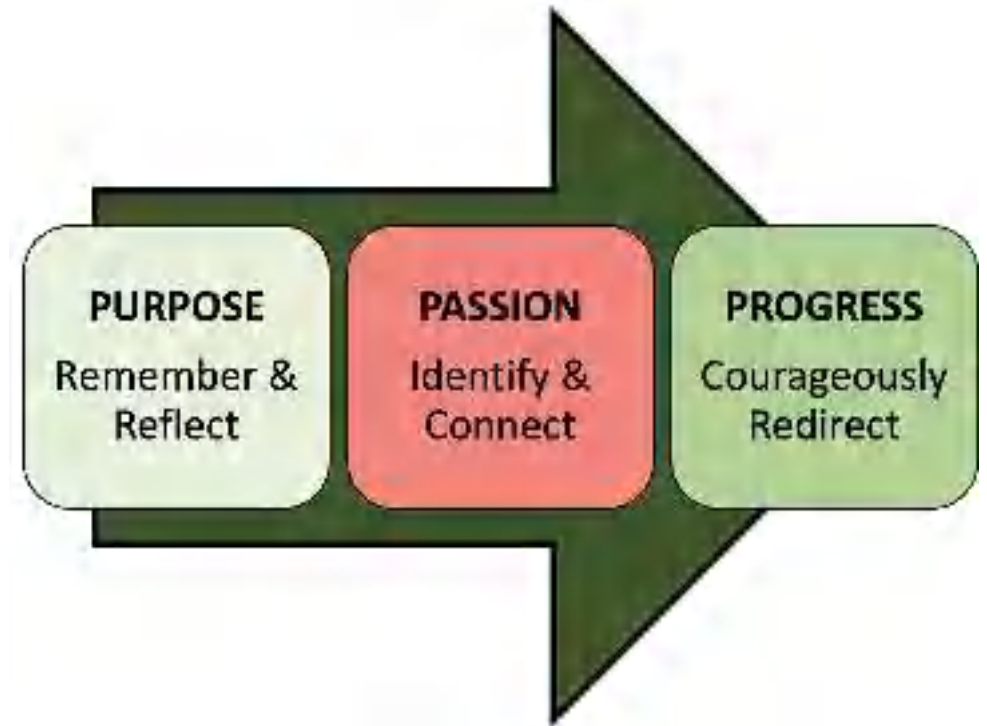
Acknowledge the Challenge Commit to Problem Solve

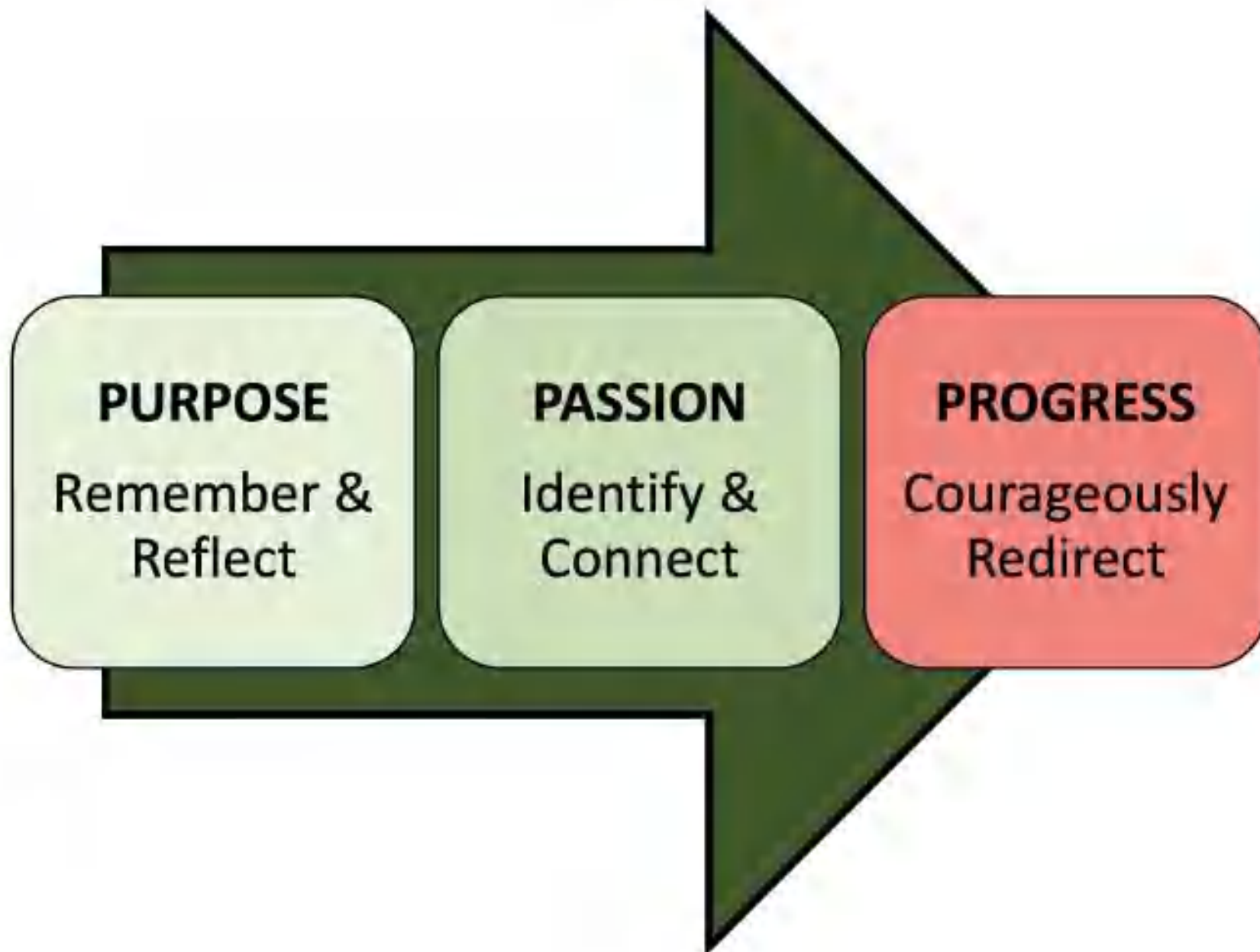
Unempathetic optimism can cause others to “wonder if you have lost your tether to reality and are lost in space. Or worse, you might be sending an unintentional message that mistakes and failure are not an option” (Wiseman, 2013, p. 142).

Problem Solve 95/5
Think Outside The Box
Find Solutions
Be Results Oriented

How's Your Passion? How Can it Improve?

- I am an energizer. Others would say that I am a joy to work with.
- I associate with energizers and help others do the same.
- I express hope and gratitude frequently and publicly.
- I find ways to have fun.
- I acknowledge challenges and focus efforts on problem solving.





What do you think?

Change = Improvement



Change \neq Improvement

**Current
State**

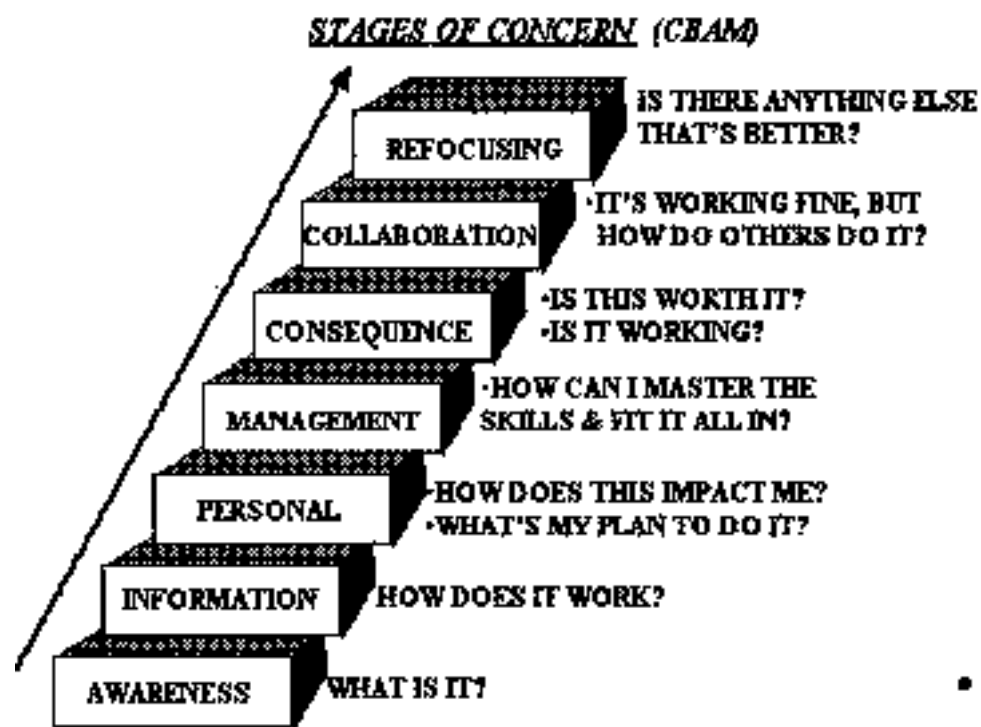
**Improved
State**



**Catalyst for
Improvement**



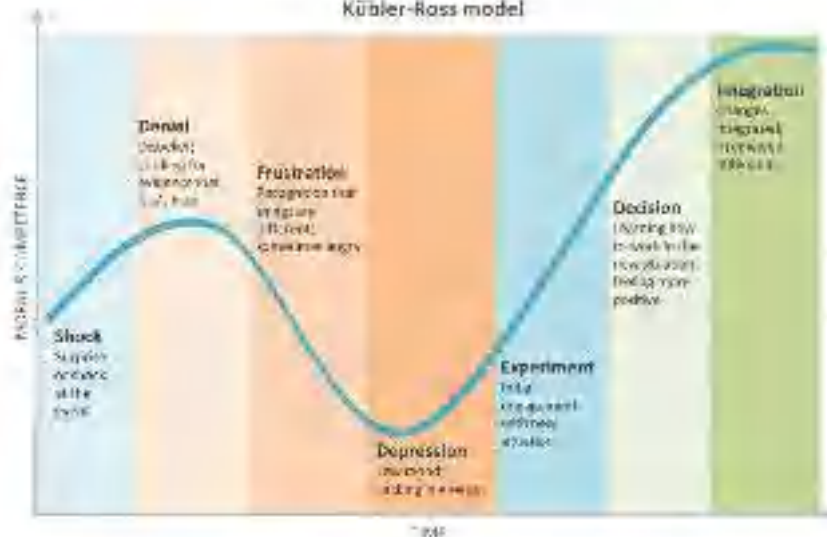
Lewin's Change Model



McKinsey 7S Model



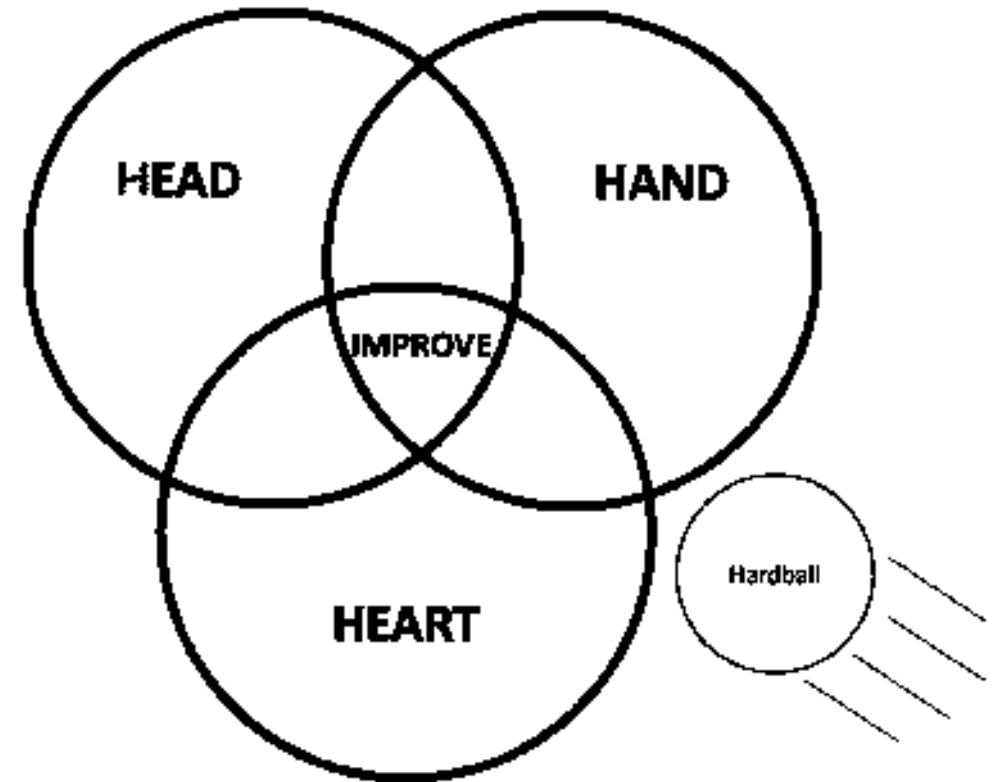
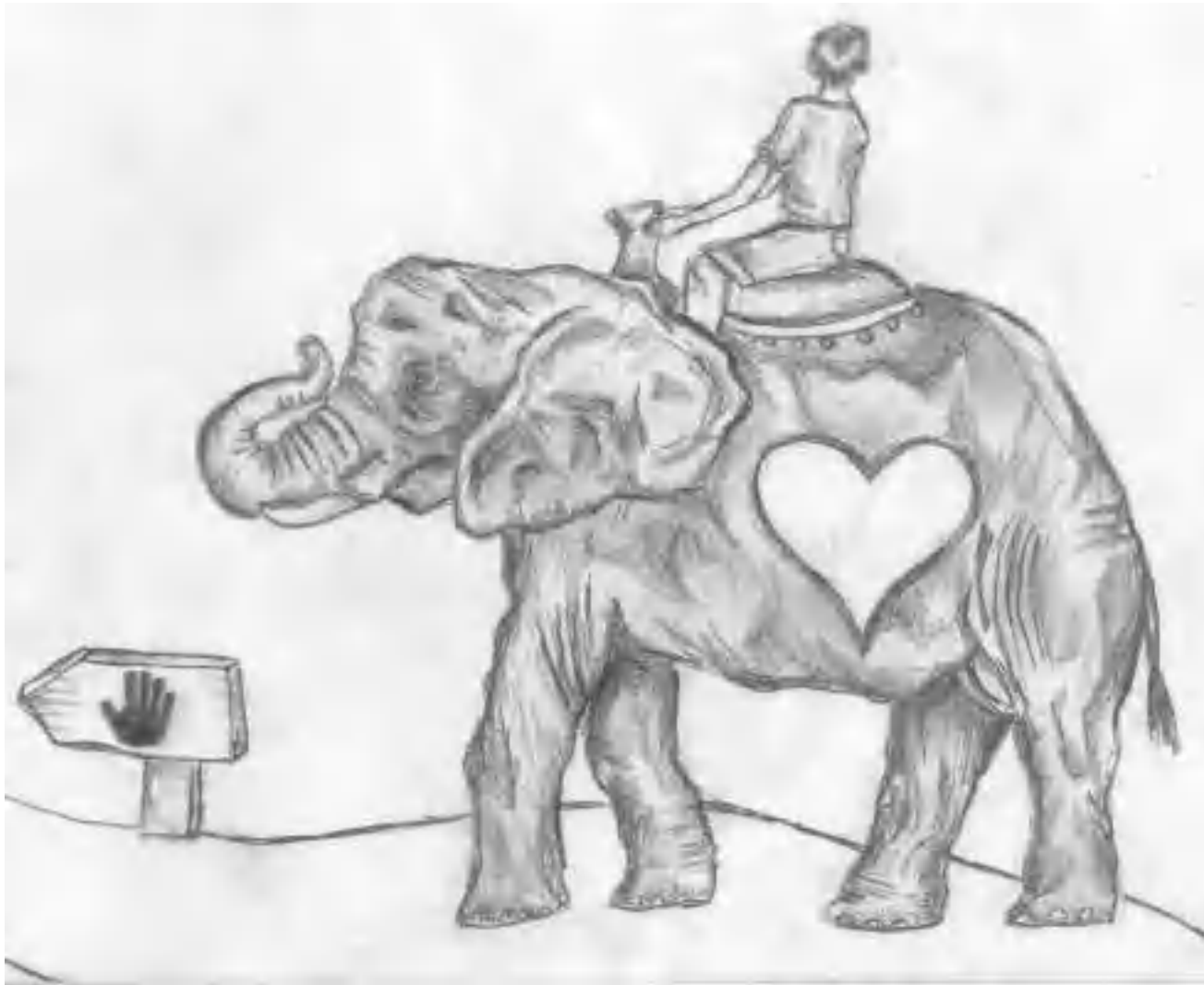
Kübler-Ross model



Satir Change Model



Heath & Heath Model: Rider, Elephant, Path



Head

Does it make sense to do this?

Should we do this?

Hand

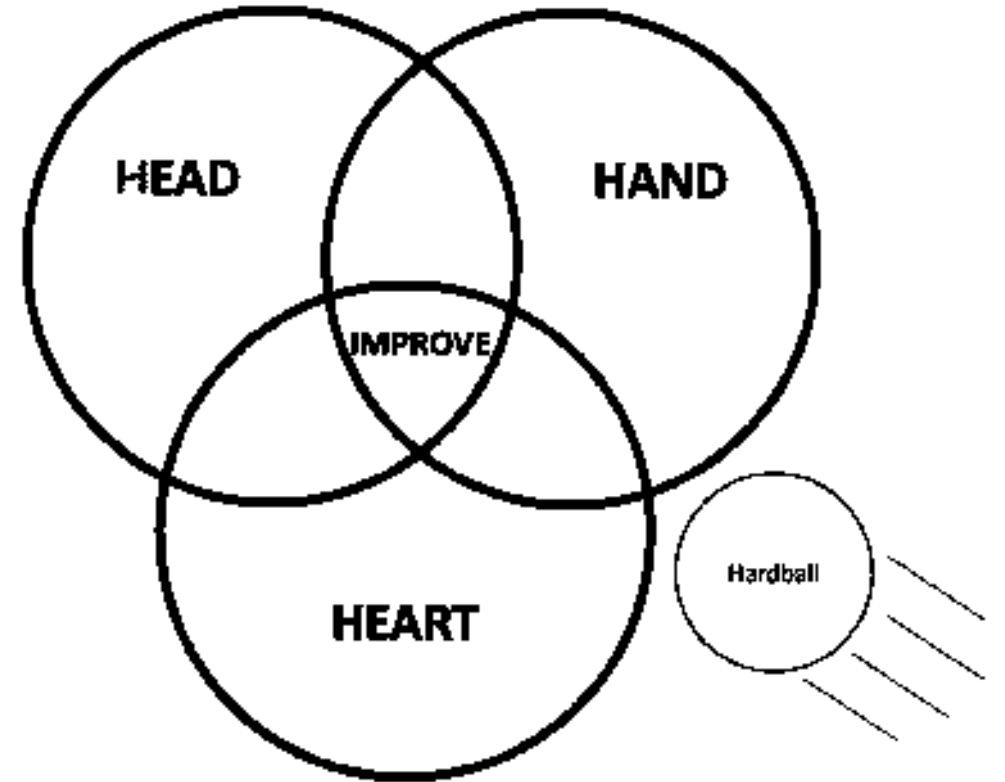
Can we do this?

Do we have the needed resources?

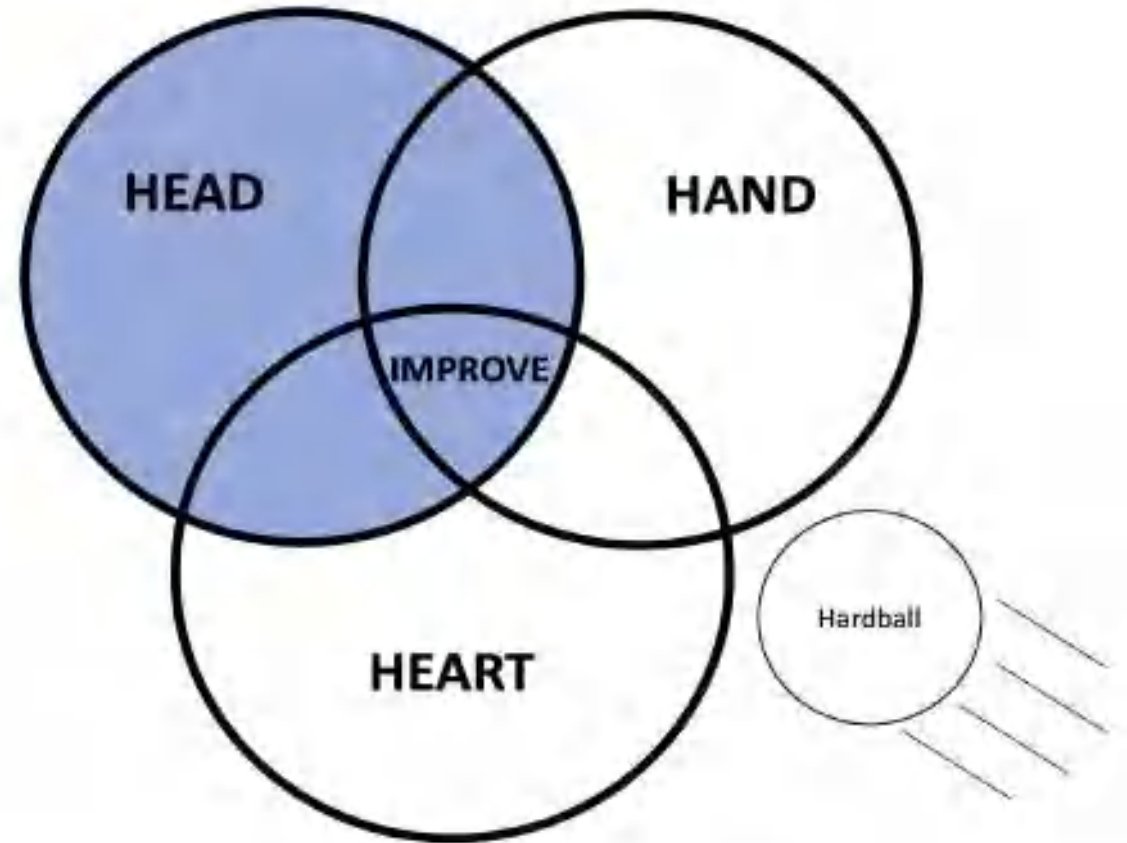
Heart

Do we want to do this?

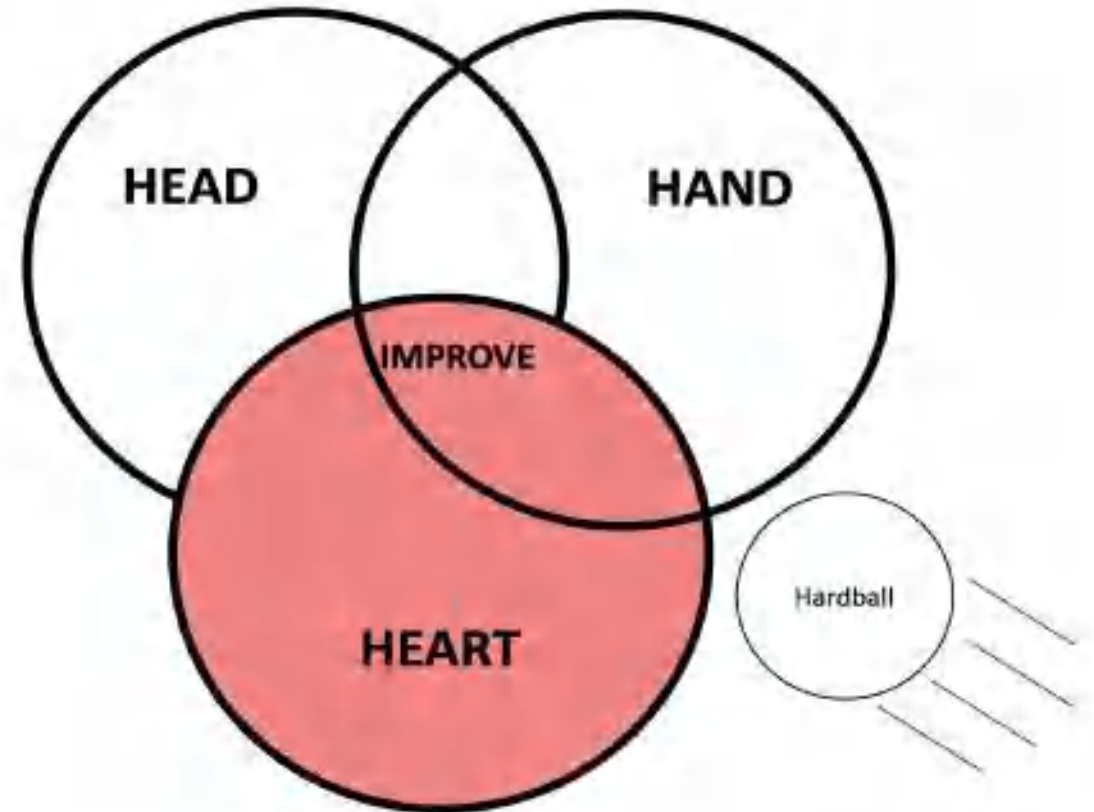
Is it safe to do this?



Head: Does it make sense to do this?
Should we do this?

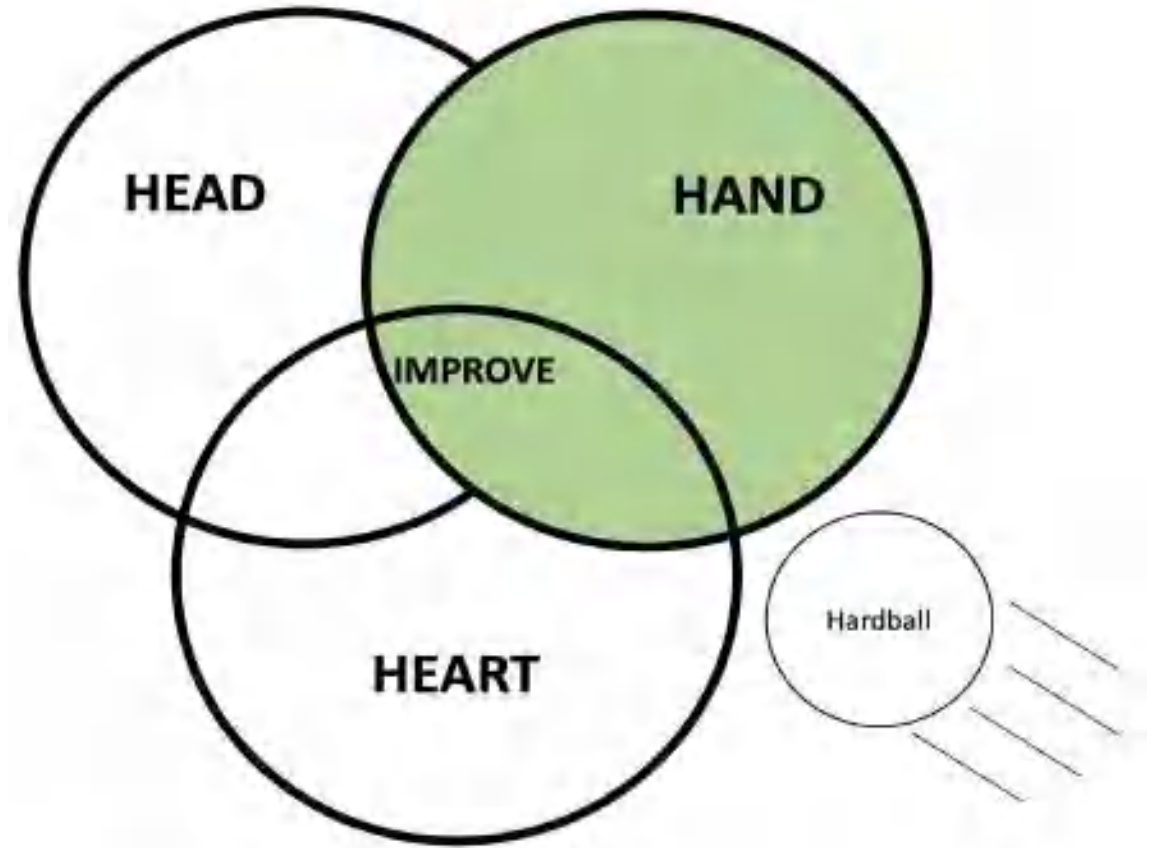


Hand: Can we do this?
Do we have the needed training or resources?



Heart: Do we want to do this?

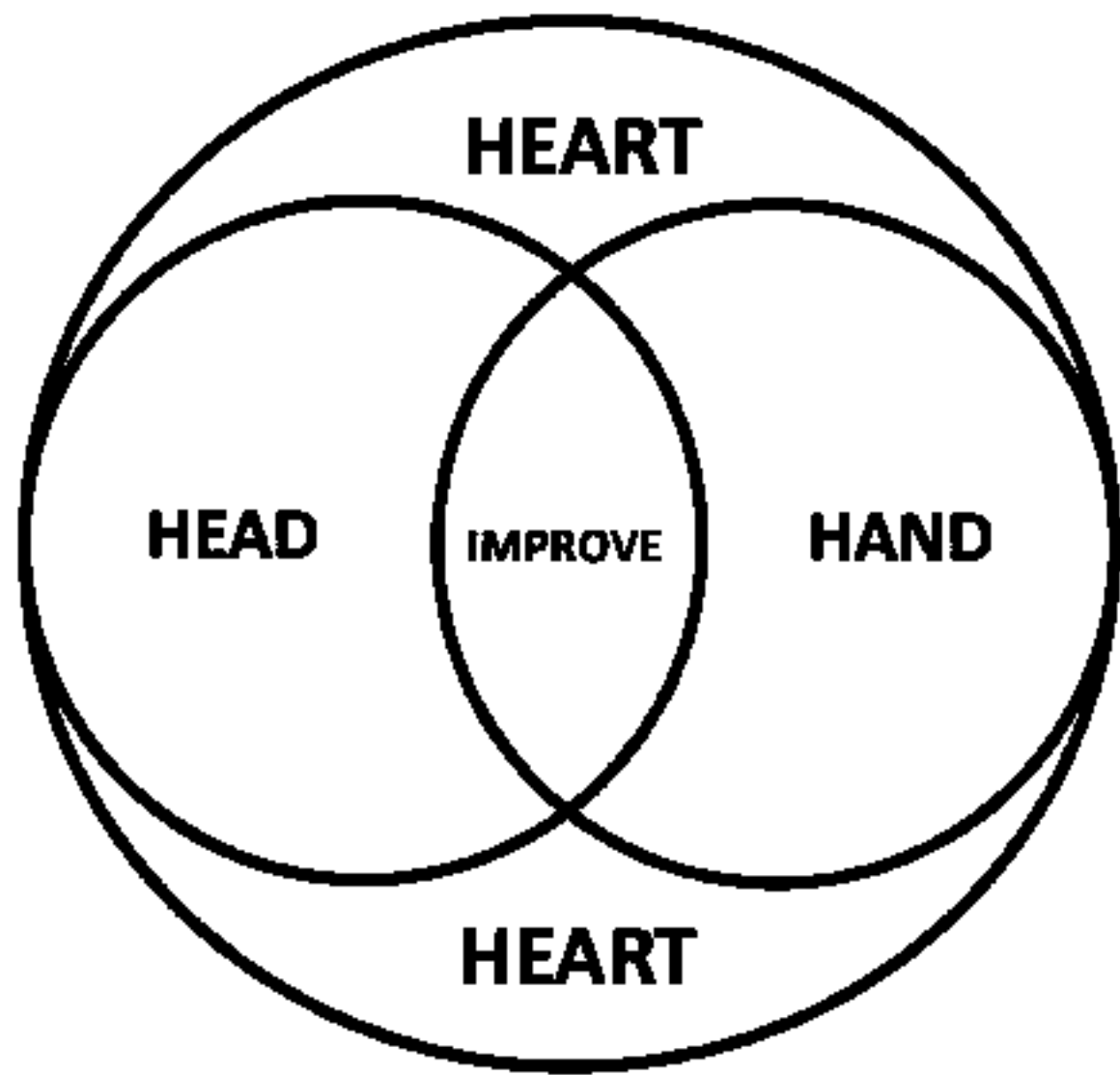
Is it safe to do this?

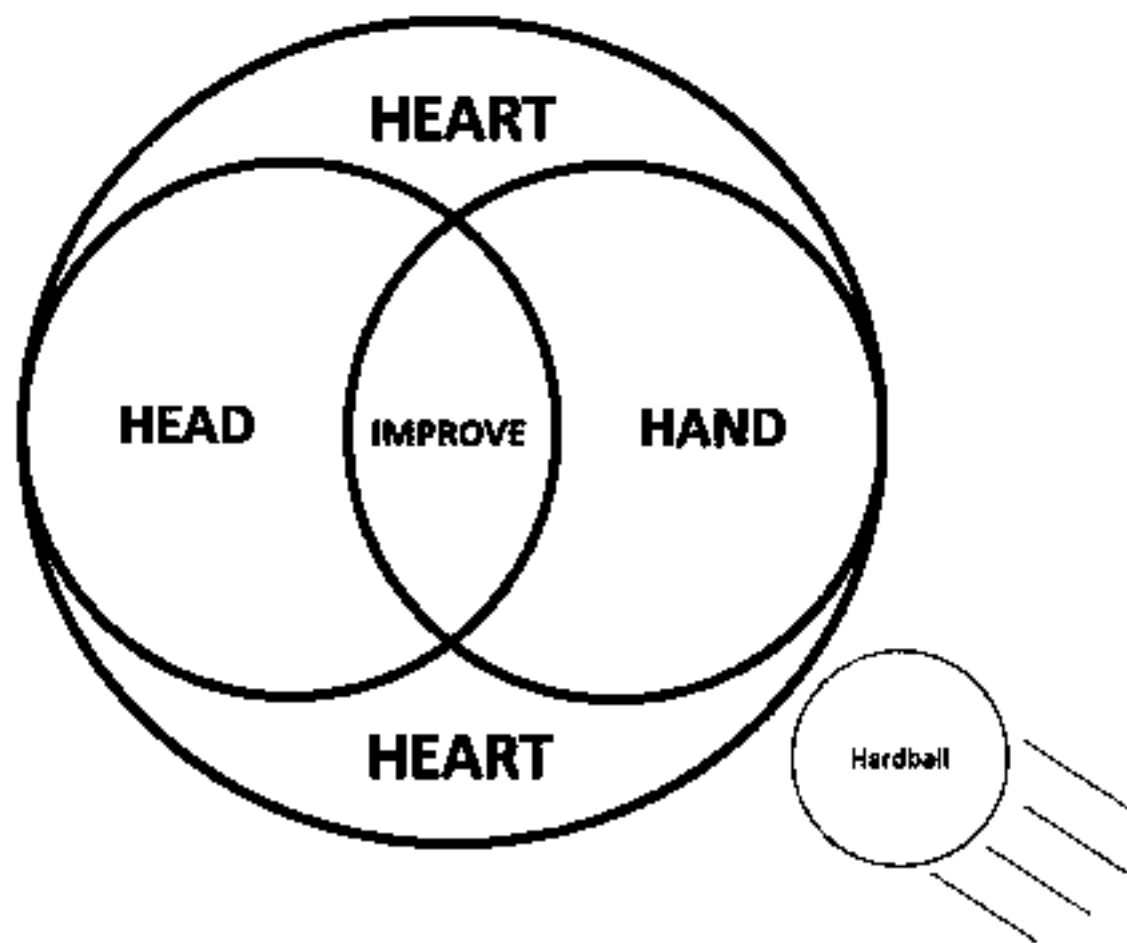




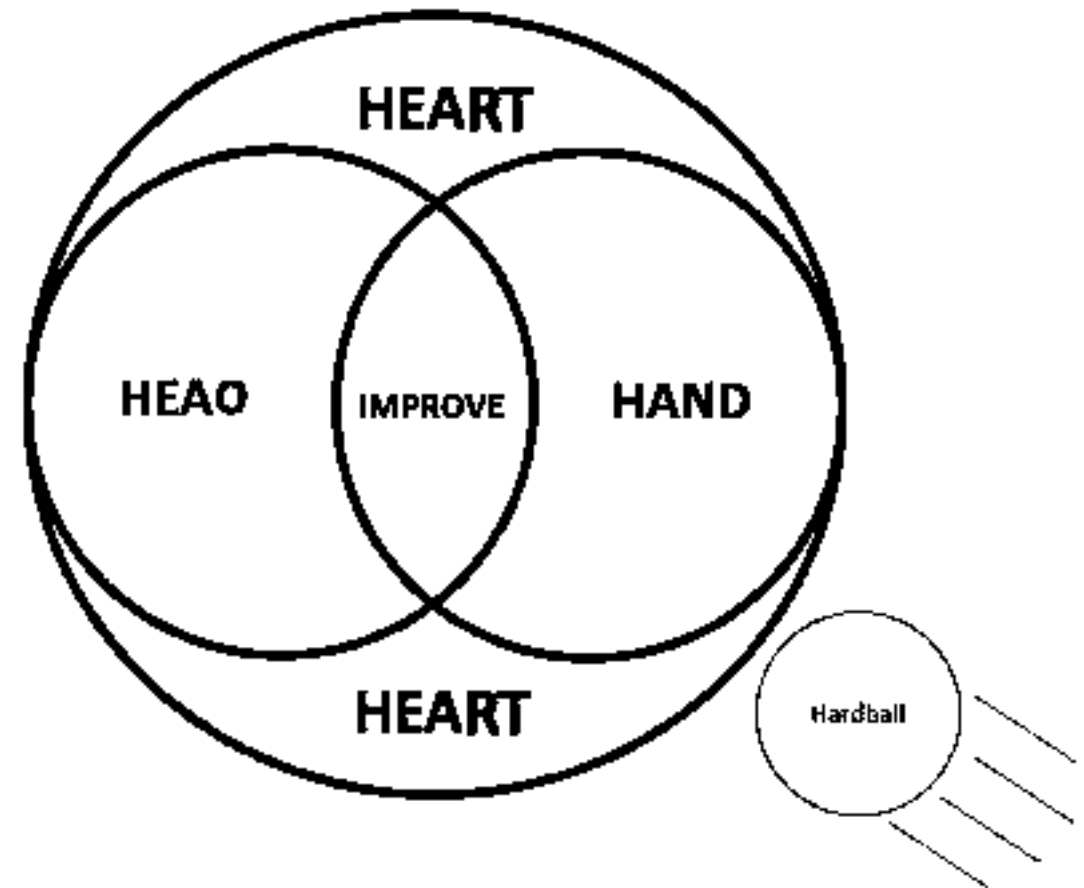
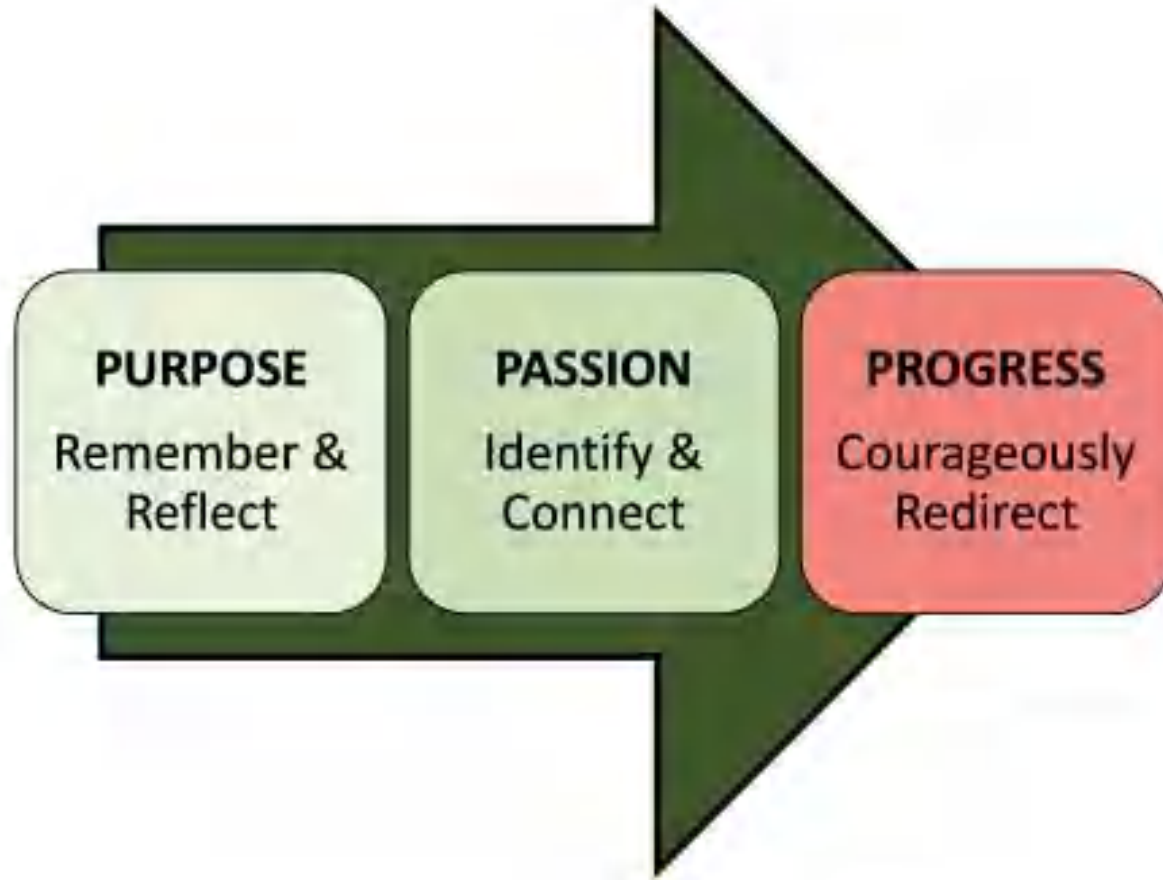
“There’s no way he’s moving unless he wants to move.
How can we help him want to move?!”







What courageous redirections are needed?
Which influences can serve as a catalyst?













Bubble Students

STUDENT	SCORE	STUDENT	SCORE
N. Nardozzi	60	A. Allen	53
F. Finley	57	P. Purdy	53
H. Hernandez	56	C. Chen	52
J. Jimanez	55	K. Kelly	52
O. O'Malley	55	D. Dunlap	52
B. Brown	54	I. Ignatius	48
E. Edwards	54	M. Meyer	47
G. Gunther	54	L. Lynch	42

What are your takeaways and next steps?



This is the true joy in life, the being used for a purpose recognized by yourself as a mighty one; the being thoroughly worn out before you are thrown on the scrap heap; the being a force of Nature instead of a feverish selfish little clod of ailments and grievances complaining that the world will not devote itself to making you happy.

I am of the opinion that my life belongs to the whole community, and as long as I live it is my privilege to do for it whatsoever I can. I want to be thoroughly used up when I die, for the harder I work the more I live. I rejoice in life for its own sake. Life is no 'brief candle' for me. It is a sort of splendid torch, which I have got hold of for the moment; and I want to make it burn as brightly as possible before handing it on to future generations.

George Bernard Shaw, 1903; Shaw as cited in Henderson, 1911

Thank you for
making your
life a mission.

Enjoy the rest of the
school year. Let me know
how I can support you!
david_boren@byu.edu

