



Supporting Your Student to Find Intrinsic Motivation

How families, educators, and others can help students find motivation within themselves instead of relying on external motivators.

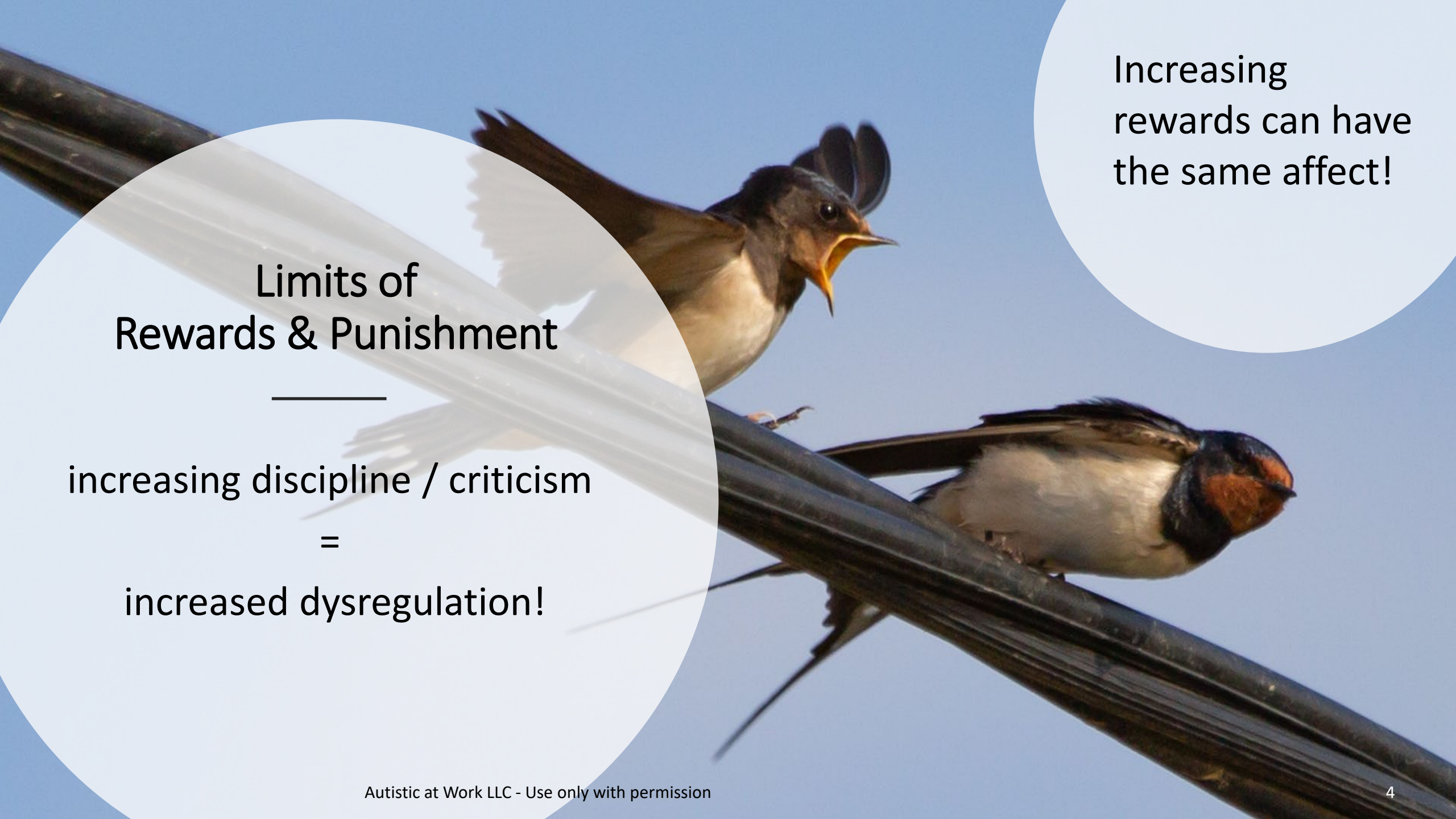
Agenda

- Interactive Motivational Scenario: Skill or Will?
- Daniel Pink's Theory of Motivation
- Collaborative Problem Solving
- Instilling Growth Mindset with Process Praise
- Self-Efficacy
- Questions and Comments throughout and at end



Is it Skill or Will? Or something else?

Why punishment (consequences) and rewards can backfire and cause dysregulation, anger, and apathy.

A photograph of two birds perched on a dark wire against a clear blue sky. The bird in the upper left is facing right with its beak open as if singing. The bird in the lower right is facing right and is looking down. Both birds have brown wings and backs with lighter underparts.

Increasing
rewards can have
the same affect!

Limits of Rewards & Punishment

—
increasing discipline / criticism
=
increased dysregulation!

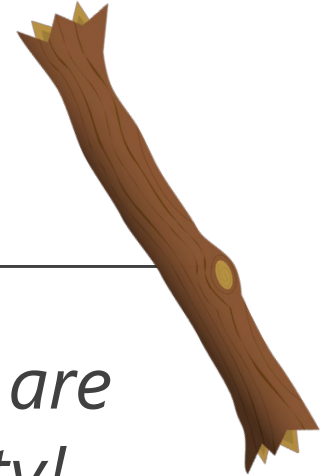


Daniel Pink's Theory of Motivation

Autonomy, Mastery, & Purpose

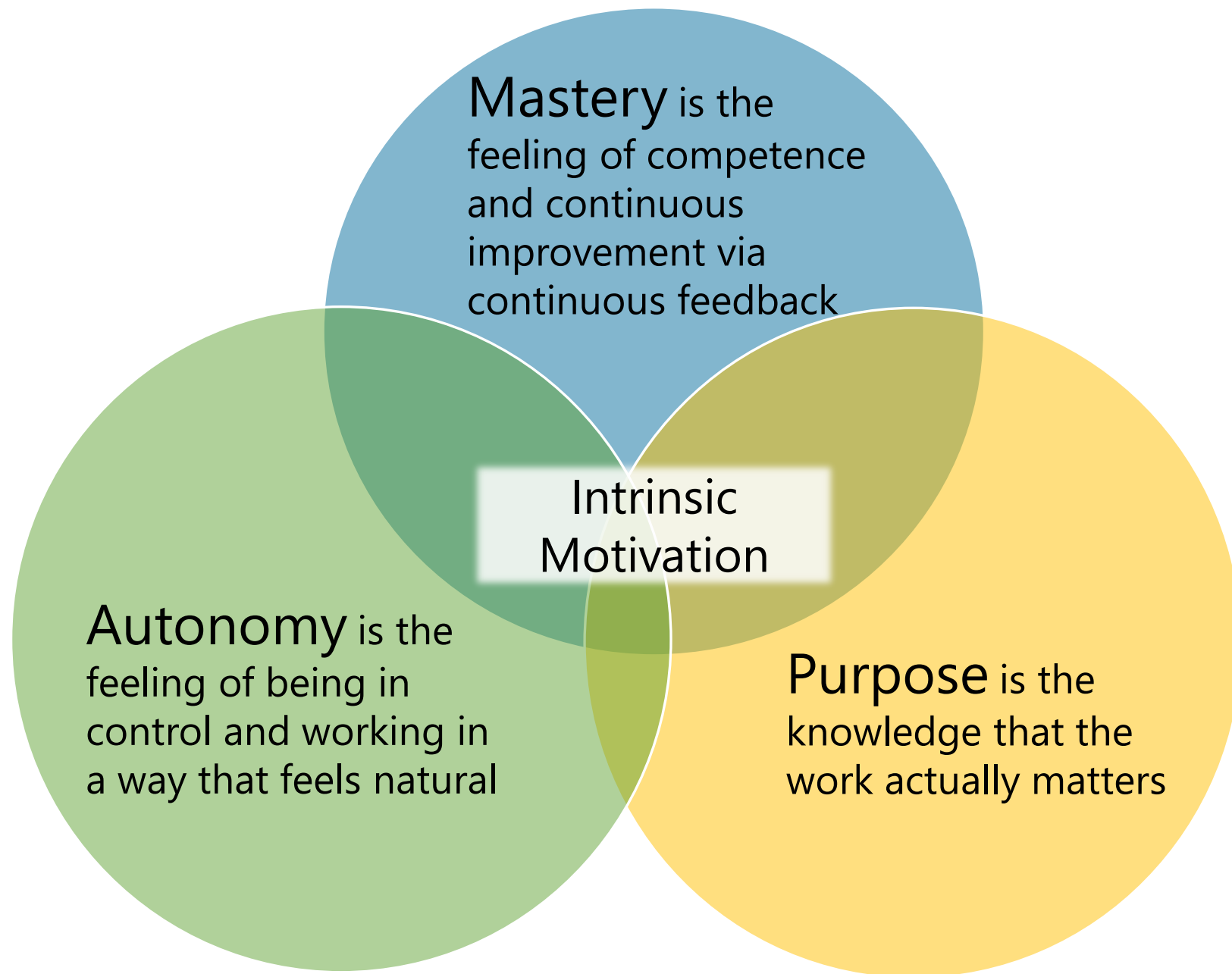


*40 years of research shows that **external motivators** are ultimately **demotivating** for tasks requiring creativity!*



“The science shows that the secret to high performance isn’t our biological drive or our reward-and-punishment drive, but our third drive—**our deep-seated desire to direct our own lives, to extend and expand our abilities, and to make a contribution.**”

— Daniel H. Pink, [Drive: The Surprising Truth About What Motivates Us](#)





Collaborative Problem Solving

A tool to build autonomy, mastery, and purpose, and much more!

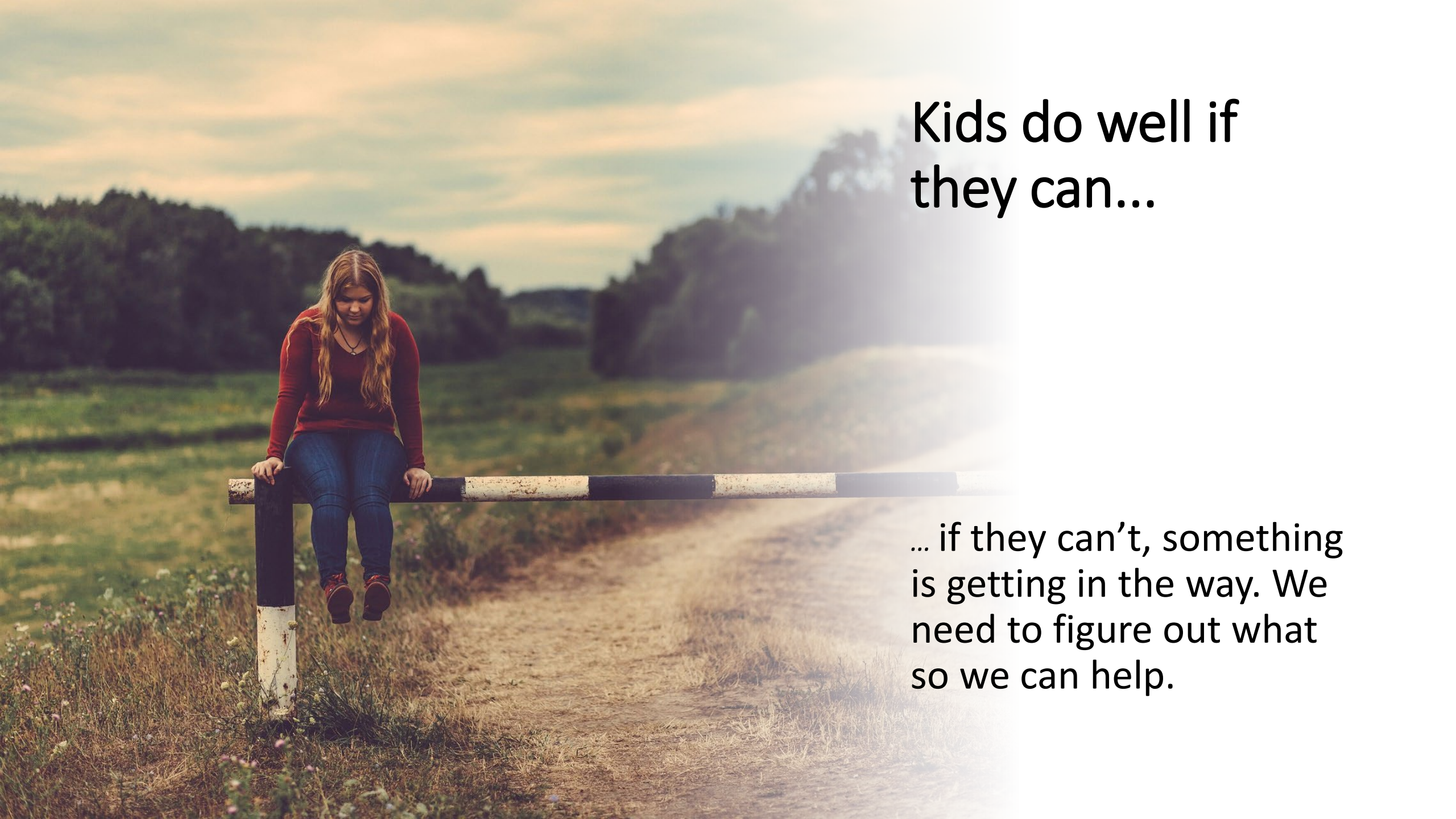
Collaborative Problem Solving Research

Research-based to:

- Improve Executive Functioning*
- Increase Cognitive Flexibility*
- Improve Frustration Tolerance*
- Improve Problem-Solving Ability*
- Increase Teacher Satisfaction
- Reduces Parent Stress

*In both people!





Kids do well if
they can...

... if they can't, something
is getting in the way. We
need to figure out what
so we can help.

Shift Your Thinking: Can't vs. Won't

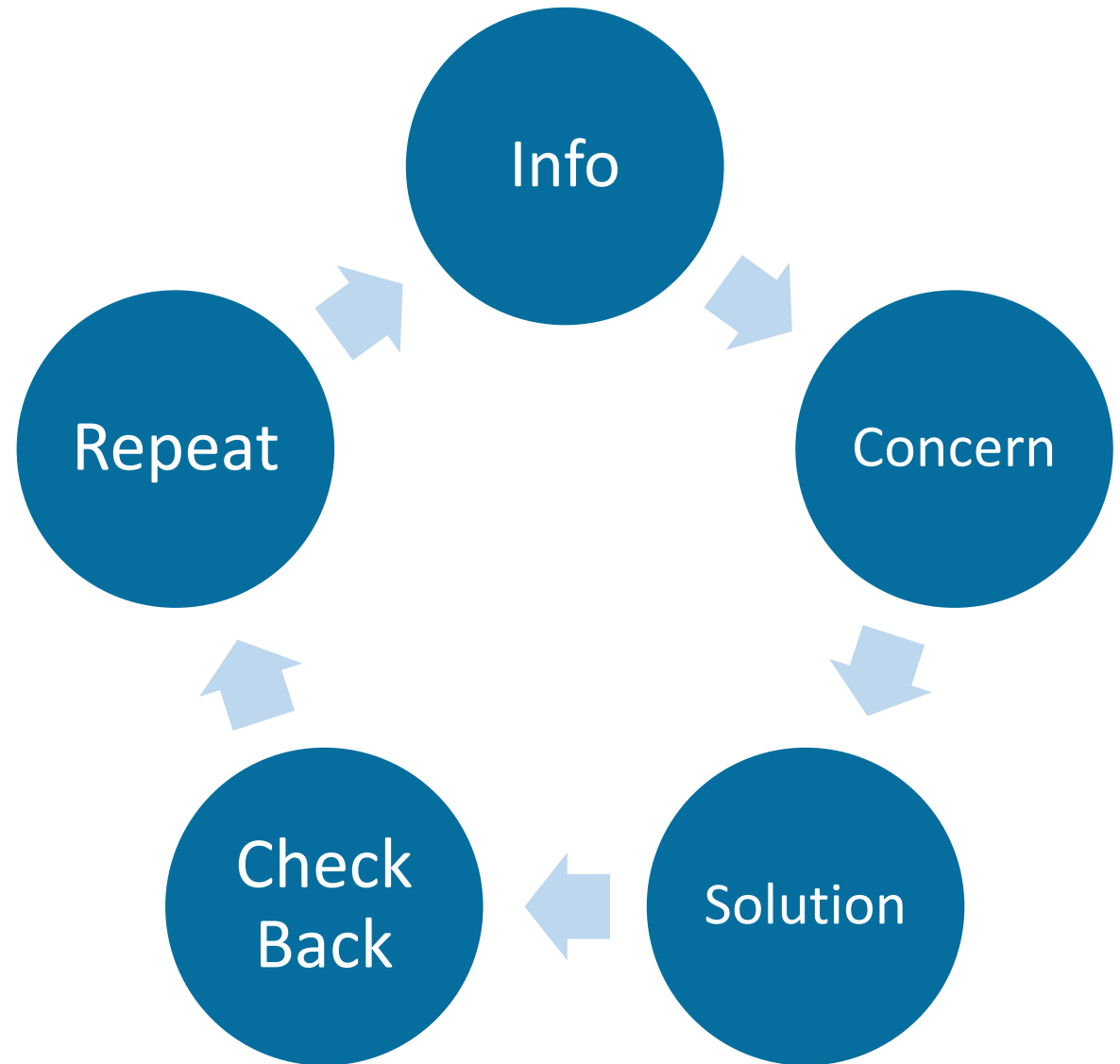
- It is always safer to assume the problem is a result of lack of skill (a missing tool), rather than refusal to do the task due to laziness, obstinance, etc.
- This philosophy helps us stay regulated by not taking things personally
- Understanding the reason(s) helps you regulate
- If you are dysregulated, you cannot help your child regulate



Collaborative Problem Solving

Three Steps

1. Gather Information
2. State Concern
3. Brainstorm Solutions
4. Circle back to follow up



Changeable by J. Stuart Ablon, Ph.D.

Concerns Should Focus on Four Areas

- Health
- Safety
- Learning
- Impact of Behavior on Others



Think:Kids

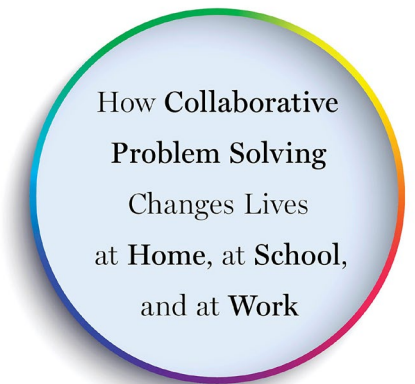
MASSACHUSETTS GENERAL HOSPITAL



Learn More: www.ThinkKids.org

- Parent / Caregiver classes
- Podcasts & Videos
- More information

change·able



J. Stuart Ablon, PhD

Director of Think:Kids at Massachusetts General Hospital



Growth Mindset & Process Praise

Giving feedback to instill a sense of Mastery & Self-Efficacy

What is Growth Mindset?

[The Power of Believing You Can Improve](#)





Process Praise

Praise the process and actions the person took, rather than the outcome.

This supports them to continue using processes and actions that work and examine and improve on those that don't.

Praising the outcome can be a dead-end and doesn't support future work.

Praising the outcome can also be a form of positive reinforcement that can be demotivating.

Continuous feedback also supports Mastery!



Daniel H. Pink: Drive

“Children who are praised for “being smart” often believe that every encounter is a test of whether they really are.

So to avoid looking dumb, they resist new challenges and choose the easiest path.

By contrast, kids who understand that effort and hard work lead to mastery and growth are more willing to take on new, difficult tasks.”



Process Praise Examples & Practice

EXAMPLES

- I see how carefully you are placing those blocks! You're building a tall tower and paying close attention.
- Thank you for helping me clean up! I appreciate that you took the time to be with me and work together.
- Your practicing is paying off! I hear you practicing your chords and the song for the recital. I can't wait for everyone to hear the results of your hard work.

PRACTICE: WHAT CAN YOU SAY?

- Your student got a good grade.
- Your student's team won the game.
- Your student made a new friend.
- Your partner got a raise.
- Anything else?



Self-Efficacy



What is Self-Efficacy?

Definition: *Self-efficacy is a person's belief in their ability to succeed in a particular situation.*

1. Mastery Experiences
2. Observing Others
3. Direct Persuasion by Others
4. Mood

Mastery Experiences

Performing a task successfully strengthens our sense of self-efficacy.

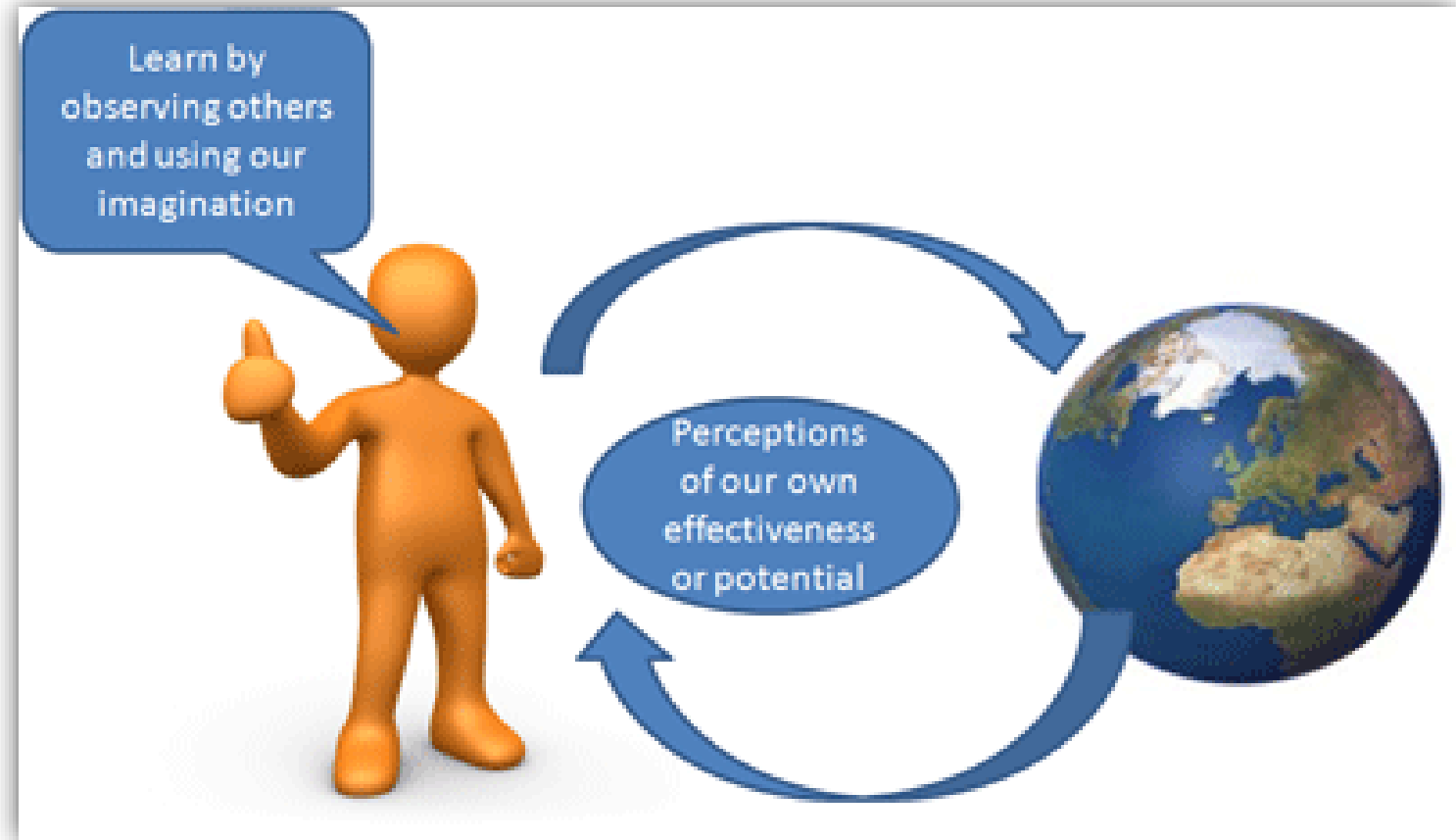
However, failing to adequately deal with a task or challenge can undermine and weaken self-efficacy.



Observing Others

"Seeing people similar to oneself succeed by sustained effort raises observers' beliefs that they too possess the capabilities to master comparable activities to succeed."

--Albert Bandura



Direct Persuasion by Others

Getting verbal encouragement from others helps people overcome self-doubt and instead focus on giving their best effort to the task at hand.

Use **“Process Praise”** to enforce the message.

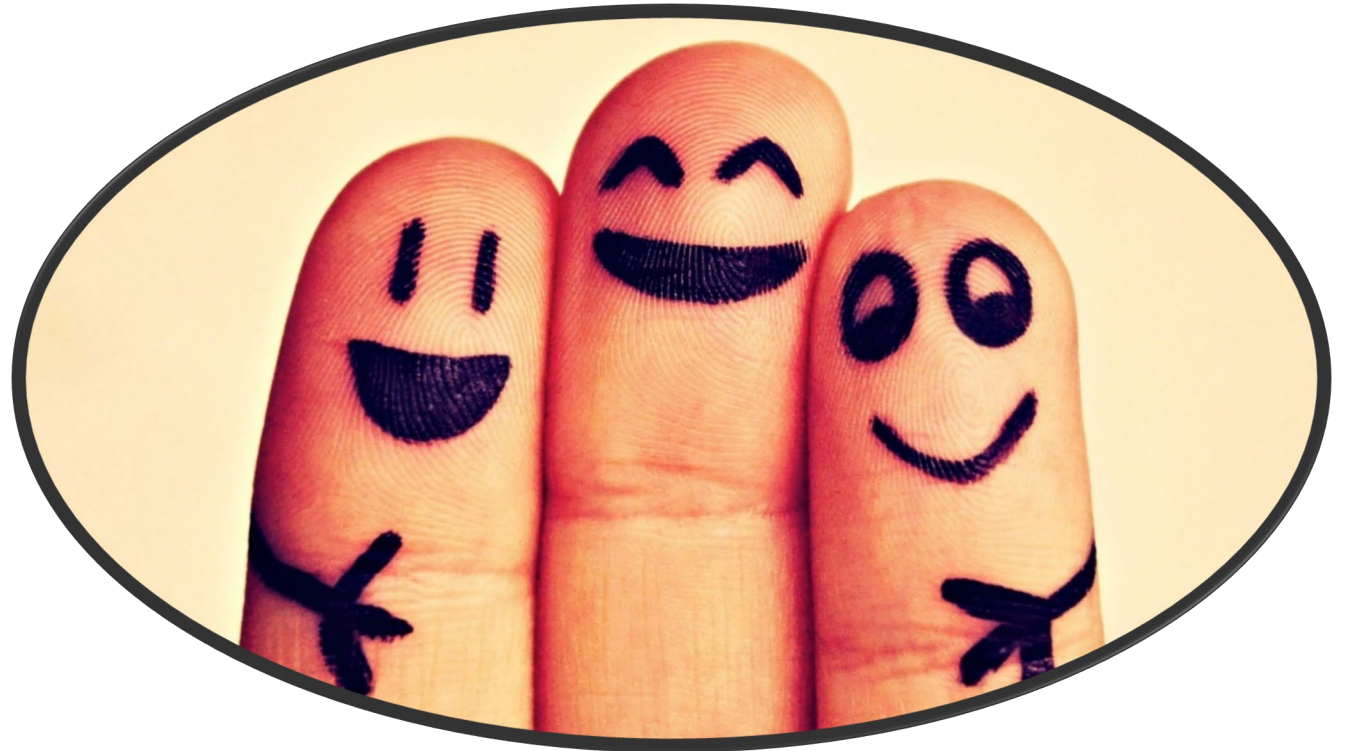
What message do you want students to internalize?



1. “Great job, you got an A!”
2. “You work really hard on your schoolwork. I see that you’re reading your textbooks and looking up the class information every day. It’s reflected in your grades, too. That type of hard-working ethic will take you far in your career some day!”
3. “Not again! Last time we talked, you said you would do this! You never do it!”

Mood

By learning how to minimize stress and elevate mood when facing difficult or challenging tasks, people can improve their sense of self-efficacy.



Questions & Comments



References and Resources

[Autonomy, mastery, and purpose: three forces that motivate us all](#)

[Make Up Your Mind: Benefits of a Growth Mindset](#) – Psychology Today

[Collaborative Problem Solving](#) – Think:Kids

[Growth Mindset Changed Education Forever](#) – Mindset Works

[The Power of Believing You Can Improve](#) – Carol Dweck 10-minute Ted Talk

[The Power of Praising Process & Persistence](#) – PimaLab Kids

[Self-Efficacy and Why Believing in Yourself Matters](#) – VeryWell Mind