

BUILDING POSITIVE ATTITUDES AND PERCEPTIONS

TRUST UP, FEAR DOWN

(Summarized from Marzano, Pickering, et al., 1997; Mclaughlin & Allen, 2002; Hunter, 1994)

“Without positive attitudes and perceptions, colleagues have little chance of learning and working efficiently, if at all. In other words, for learning and working effectively to occur, people must have certain attitudes and perceptions. Feeling comfortable in the workplace, for instance, is important to learning and working. If a person does not believe a workplace to be a safe and orderly place, she/he will probably learn little and not be productive in that place. Similarly, if she/he does not have positive attitudes and perceptions about the work tasks, she/he won't put forth much effort and, again, her/his learning and productivity will suffer. A primary focus, then, is establishing positive attitudes and perceptions about learning and the work itself.” (Marzano, et. al., 2002)

Create Structures, Routines, Tasks That Help Each Person Be, Perceive and Feel...

RELATIONSHIPS

TASKS

ACCEPTED BY LEADER

Is and feels accepted by the leader. Has a relationship with the leader. Dignity maintained whether present or not. Errors are corrected with dignity. Efforts are encouraged. Accomplishments are recognized.

IMPORTANT, VALUABLE, INTERESTING

Actively engages with the task, idea or skill. Knows why. Links task to personal goals and experiences. Has fun intellectually. Open-ended tasks and questions allow personal contributions and directions for learning and the task

ACCEPTED BY PEERS

Work cooperatively and collaboratively with peers. Get to know each other as people. Support each others' learning and work. Accept one another as people. Know that malicious teasing and ridicule will not be tolerated

CAPABLE TO DO TASK, ANY TASK

Perceive self as capable of doing the task and/ or having the necessary internal resources to do the task. No task is out of reach. Use positive self talk. Receives specific knowledge or performance results. Explicitly connects own efforts with own successes

SENSE OF SAFETY, COMFORT, ORDER

Feels physically, socially, emotionally, intellectually safe. Expectations, rules, consequences are unambiguous & consistently applied. Problems are solved together. Contributes to decisions about learning and working

CLARITY

Clear about the vision, mission, core values, goals, action plans, and why it all matters. Knows what to do, how to do it and criteria for success. Sees how the goal is connected to previous and future learning or work.