



## TRAINING HANDOUT

### Motivational Factors for Learning

#### EXTERNAL MOTIVATION: PSYCHOLOGICAL SAFETY

Psychological Safety—“a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes,” according to Amy Edmondson, professor at Harvard Business School.<sup>22</sup>



- **Model curiosity**—Ask a lot of questions.
- **Be vulnerable**—Acknowledge that you do not always have the answer. You are weak sometimes.
- **Create an atmosphere of growth mindset**—Mistakes are learning opportunities.

#### INTERNAL MOTIVATION: SELF-DETERMINATION THEORY

Edward Deci explains this theory as the basic needs people have to feel motivated and create an environment receptive to learning. Self-determination theory says the following elements are needed to intrinsically motivate students:

- **Autonomy**—The need for control over our own lives. Example: Students need to feel that they have choices and are not being forced to do something.
- **Competence**—The need to feel competent. The definition of competence is “the ability to do something successfully or efficiently.” Example: Figure out where each student feels competent and encourage this area.
- **Relatedness**—The need to belong and feel connected. Example: The teacher who greets their students each morning with a unique handshake for each student.

<sup>22</sup> Amy Edmondson, “Building a Psychologically Safe Workplace,” May 4, 2014, TEDxHGSE video, 11:26, <https://youtu.be/LhoLuui9gX8>.