

Opportunity for Change: Making Good Change Happen

Need

The education environment I work in has always had a tendency towards behaviorist motivation due to the ease of implementation and the control factor for the educators. With the knowledge I've learned through the OMET program, it's time to evolve into a program that utilizes primarily the constructivist motivation model.

Why is it so important for change to occur?

The change from a behaviorist motivational model to a constructivist model is needed to allow the adult students I work with to become empowered and internally motivated. Reinforcement of behaviors through rewards and punishment does prepare adult students to enter the professional arena and be successful. They will always be looking for that positive reinforcement to remain motivated.

This project comes at an ideal time for me. Six faculty members that I work with and I spent three days at a workshop listening to how you can manipulate and control any behavior if you truly understand what the positive and negative motivational factors are for each student based off each specific situation. I now see faculty members trying to implement this newly learned strategy. The outcome is irritated and frustrated students who want to be treated with respect.

Thoughts on What Will Need to Occur

I will need to motivate the faculty to learn about constructivism. It will be my goal to assess the environment and determine what obstacles are present for this change and then address it of these. I will need to provide evidence on the beneficial outcomes for incorporating this new motivational model. This project will not be an easy one because a true transformation in thought and behavior must be learned and implemented.

I will need to add a new dimension to my leadership role, one that includes being an educator to my peers. I will need to demonstrate the benefits and beneficial outcomes in students utilizing the constructivist model. Additionally, I will need to provide support for the additional time and commitment it will take for this transition to occur.

I'm up for the challenge of making good change happen.