



**Demotivated groupmembers –
inspiration how to cope with
them as supervisor/lecturer**

Presentation at the PBL network meeting

Agenda

- Context: Retention and drop out
 - ▣ PBL in particular
- PV course level: Working with motivation and how to handle free riding
- Demotivated student cases – PBL project

Research on Retention

- Alignment of expectations between students and study is crucial
- Identity as student: Professional and social integration - *sense of belonging*
 - **Core focus:** 1. The professional arena and the teaching 2. Experience as successful learner 3. Part of a social community 4. Diverse identities possible
 - **About the teaching:** coherence, relevance now and later, suitable amount of professional substance, active learning, formative feedback, group work, effective study techniques, clear evaluation standards
 - The **relationship** between supervisor/lecturer and students

Challenges of PBL approach

The factors that influence the engagement and persistence of students within an innovative PBL curriculum

- According to Bedard *et al* engagement and persistence of a student in a PBL learning environment, can be predicted based on four factors:
 - ▣ The *self-efficacy* of the student,
 - ▣ **The stress level,**
 - ▣ The level of competence in *new cognitive tools* and
 - ▣ The student's *theories and beliefs about knowledge*.

Increasing Engagement and Persistence

- Support measures that reduce stress is the better predictor of Engagement and Persistence
- Collaborative work is effective in reducing stress, however conflicts are stressful
- Disciplinary fields influence which factors carry the day

Activities that affect Engagement and Persistence positively in PBL

- Knowledge production in a real life problem context
- Enough time to project work
- Support from peers, faculty and mentors
- Stable learning environments with tutors
- Scaffolding measures for managing time and organizing learning practices
- Clear objectives and expectations of the curriculum
- Collaboration spirit rather than competition
- Evaluation process coherent with PBL learning mode

Your motivational profile



Talk to
your
neighbour

- Questions:
 - ▣ Describe your best working day ever – the day you got your greatest kick

 - ▣ What factors contributed to giving you the greatest kick and why?

Motivational profiles

After Helle Hedegaard Hein 2013

	Vocation Kicker	Extrovert Performance kicker	Introvert Performance kicker	Equilibrist	Earner
Motivational Understanding	To make a difference in the service of a higher calling	To meet goals and achieve recognition from others	To achieve higher and complex insights within the field	To deliver good craftsmanship in a work-life balance perspective	To maximise earnings from a moderate contribution
Psychological Profil	Thrill Seeking approach	Stress reduction approach	Thrill Seeking approach	Stress reduction approach	Stress Reduction approach
Work type preference	Category 2	Category 1	Category 2	Category 1	Routine
Important motivators	Recognition of vocation	Goal setting Recognition	Flow periods Sparring	Prioritisation Planning	Revitalise Profile

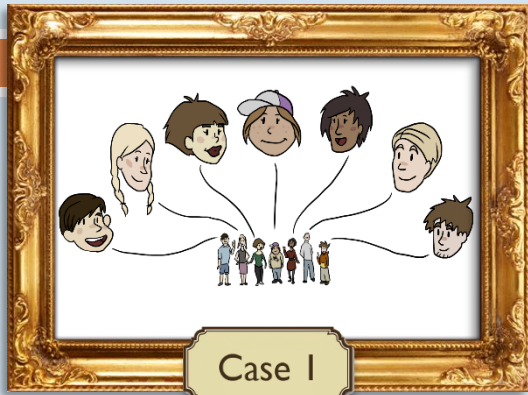
Free riding – how to manage

Reasons

1. Unclear about the quality
2. Unclear about working efforts
3. Relaxed about dead lines and agendas
4. Used to leave responsibility to those that are capable
5. Insecure about putting forward own ideas
6. Lacking knowledge and competencies
7. Not used to group work
8. Wish to let others make the work

How to do

1. Address the subject early on
2. Clarify reasons
3. Cope with challenge:
 - ▣ Align expectations
 - ▣ Create confidence, e.g. by procedures
 - ▣ Professional support or adjustment
 - ▣ Implement consequences



Case 1



Case 3

Case 1: The individual challenges the group

Case 2: The frustrating group process

Case 3: Group discussions run wild

Goal: to recognize yourself in your studies



Case 2



Case 4

THE
END
→