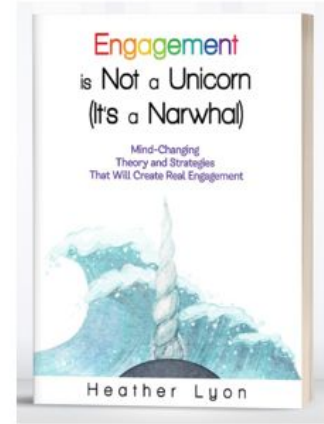
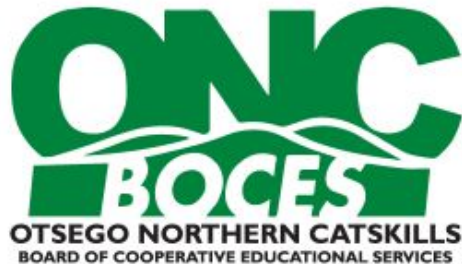


Engagement is Not a Unicorn (It's a Narwhal)



Mind-Changing
Theory and Strategies
That Will Create Real Engagement



Heather Lyon
February 16, 2023

Be An Influencer

YOU are the lead learner...let others know what you're learning about by showing them



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Introductions

- 20+ Years in Education
- An Assistant Superintendent
- Educational Consultant
- Adjunct Professor for Niagara University
- Wife & Mom
 - Nolan - 16
 - Lilia - 14
 - Oliver - 12
- Author
 - *Engagement is Not a Unicorn (It's a Narwhal)*
 - *The BIG Book of Engagement Strategies*
- Blogger - www.lyonsletters.com



Let's Start At the Very Beginning

How do you define
engagement?



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Are These Students Engaged?

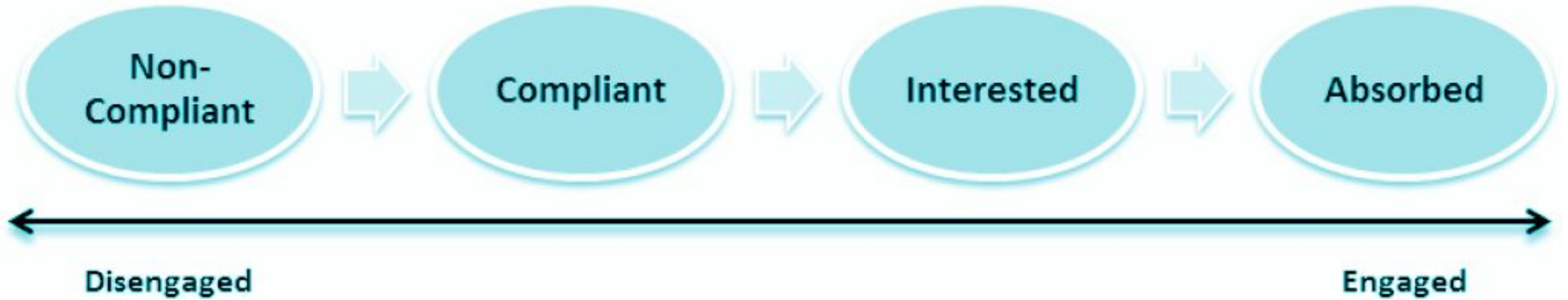


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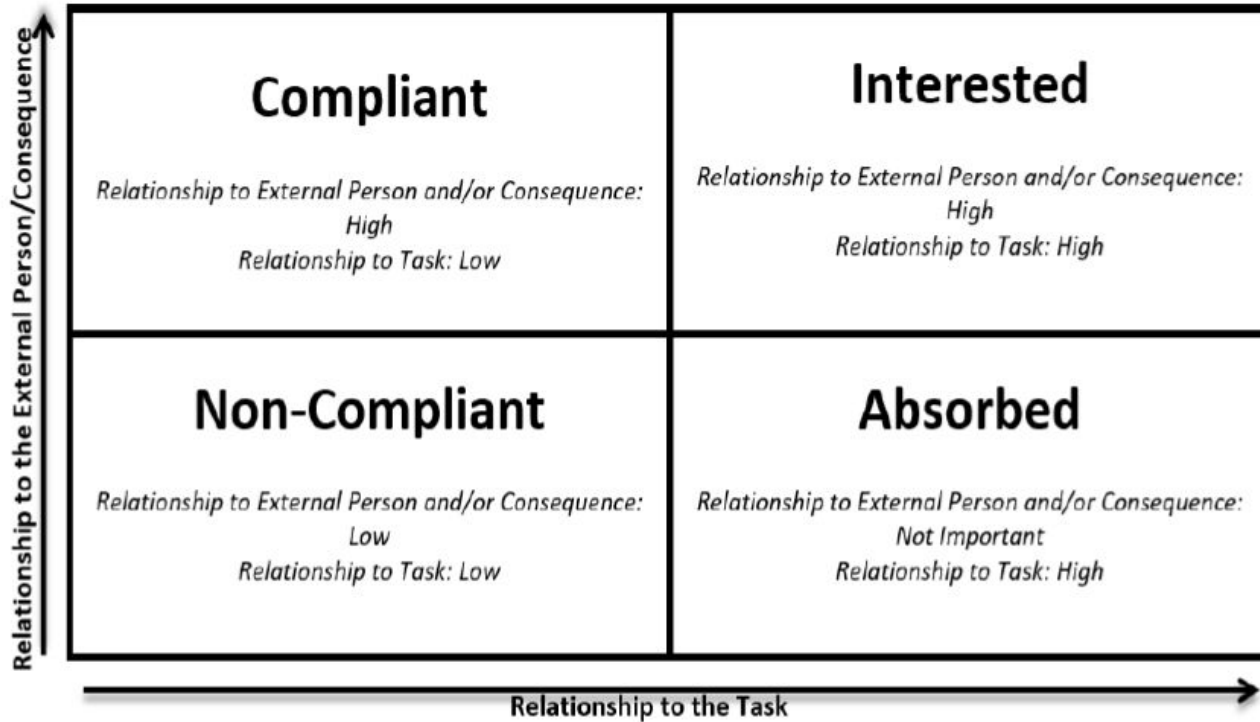
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The Engagement Continuum

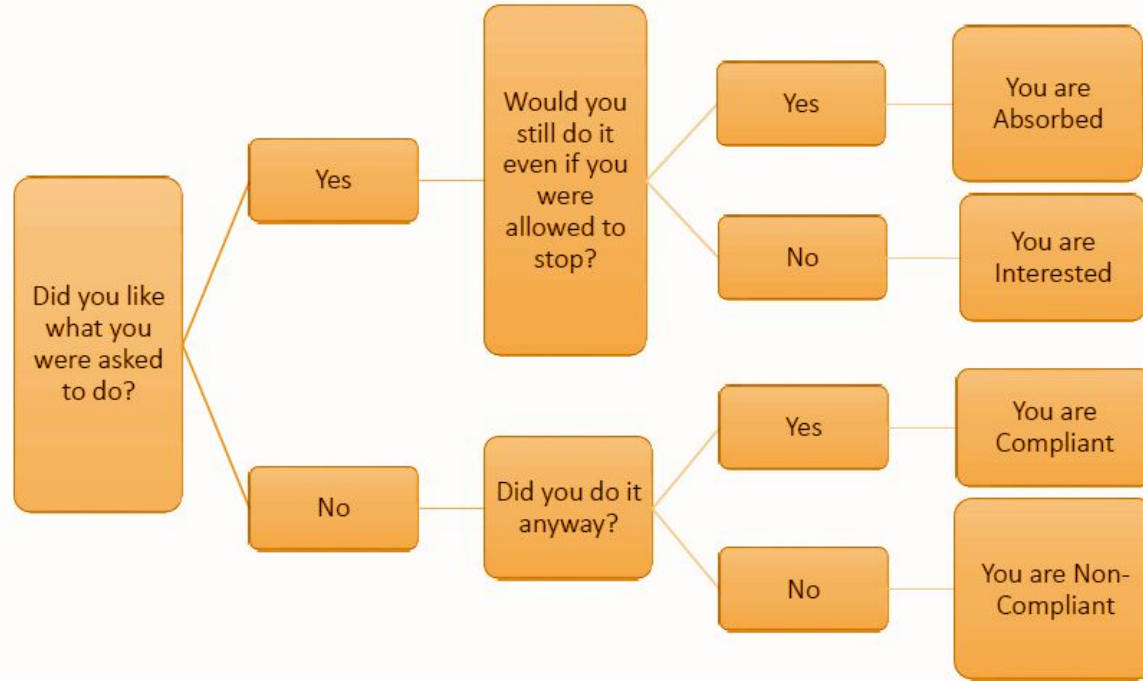


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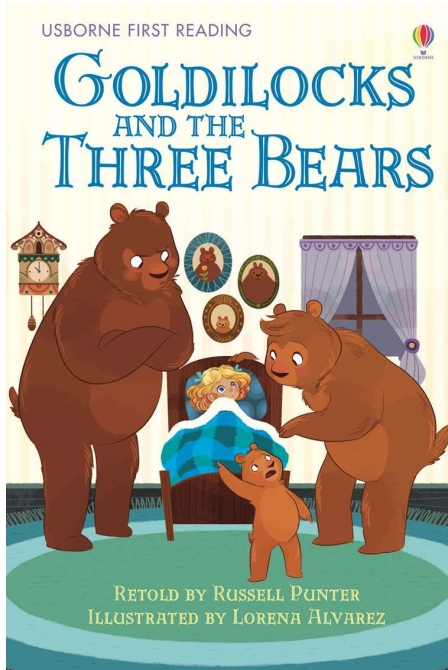
The Engagement Matrix



Engagement Flowchart



Highlight 1: Remember Goldilocks



Even if people want something (like porridge), they will refuse it if it is not right for them.



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Highlight 2: Not Everyone Is Motivated Identically

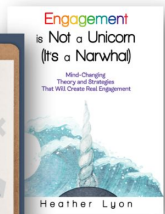
What it takes to change the relationship will vary from person to person. That's what's hard—trying to identify and respond to the variables need to engage someone else.



Highlight 3: Engagement Can Manifest In Many Ways

Manifestations of Engagement by Engagement Level

Compliant	Interested
First-Timer People-Pleaser Rule-Follower	Willing Participant Professional Strategist
Non-Compliant	Absorbed
Rebel Normalizer Activist	Novice Enthusiast Addict



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Highlight 4: Compliance is Disengagement

Never mistake compliant behavior for engagement. It is not. Compliance is simply a disengaged person who is extrinsically motivated to do the task.



Highlight 5: Compliance with Behaviors Is Not Engagement With Learning

In schools, people who are quiet and do not disrupt the learning of others can fall through the learning cracks passively or actively because they do not draw negative attention to themselves.



Highlight 6: Change the Task



If you are with someone who is compliant, meaning they'll do the task but they don't really want to do it, then they need to make a shift towards the right of the Engagement Matrix to become truly engaged. The way to move right is by changing the task.



Highlight 7: Offer Choice and Voice

Voice is the ability to give input regarding decisions... *Where you do want to eat tonight?*

Choice refers to options from the menu... *Do you want fries with that?*



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<https://www.philadelphiasiam.com/wp-content/uploads/2019/10/mcdonalds-replaces-menu-program-digital-menu-boards-psco-3.jpg>



Highlight 8: Interest is Temporary

Interested people need the extrinsic consequences to do the task. Sure, they will do the task to please you (relationship) or get the grade (consequence) but if you said, “You are not going to disappoint me if you don’t do this” or “This task is ungraded,” what would happen? If they’re only interested, they will stop.

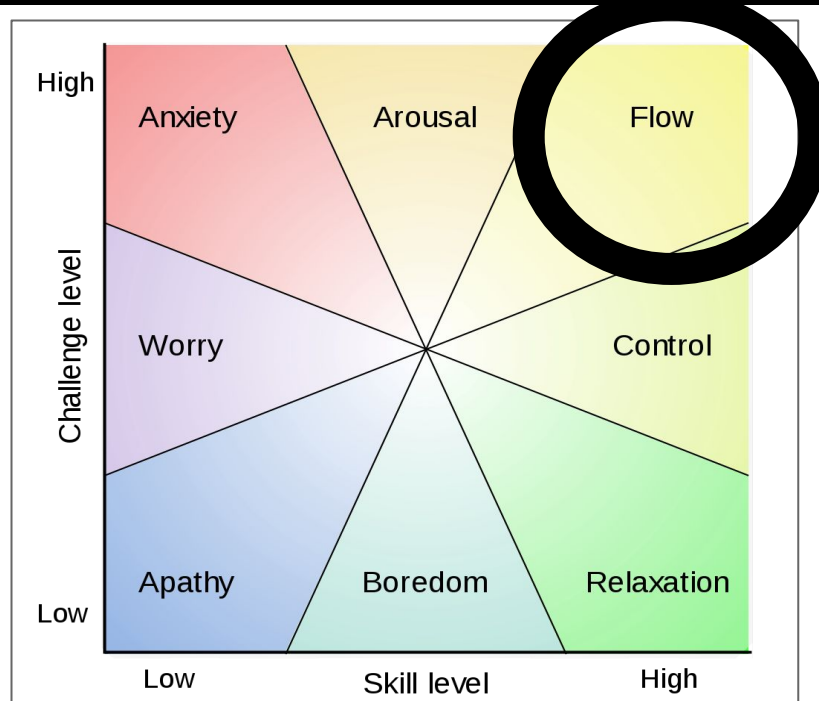


Highlight 9: No One Can be Absorbed in Everything

I have yet to find someone who doesn't demonstrate absorption in at least one thing. And, I have yet to find someone who is absorbed in everything. Therefore, ***in most situations in school and work absorption is not the goal for every person for every experience every day.***



Highlight 10: Absorption Needs Challenge and Reward



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Engagement Formula

NON-COMPLIANCE=No enjoyment of the task + low relationship with the extrinsics for doing the task

COMPLIANCE=No enjoyment of the task + high relationship with the extrinsics for doing the task

INTEREST=Enjoyment of the task + high relationship with the extrinsics for doing the task

ABSORPTION=Enjoyment of the task + low relationship with the extrinsics for doing the task



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