

Tips to Improve Team Learning

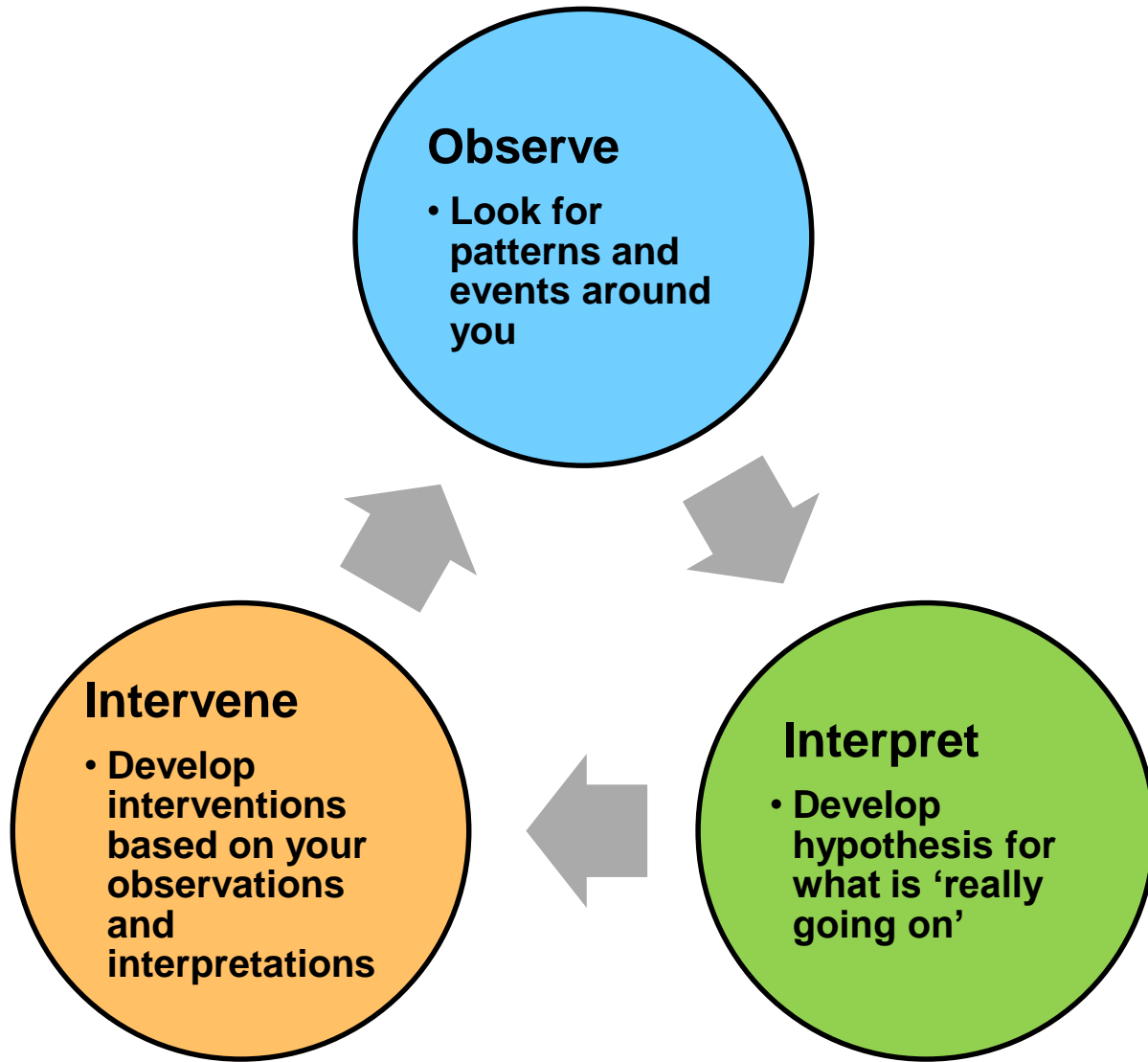






A learning organization is an organization skilled at creating, acquiring, and transferring knowledge, and at modifying its behavior to reflect new knowledge and insights.

Before we think of our team, we have to think of team members



Four Biases

1

Success

2

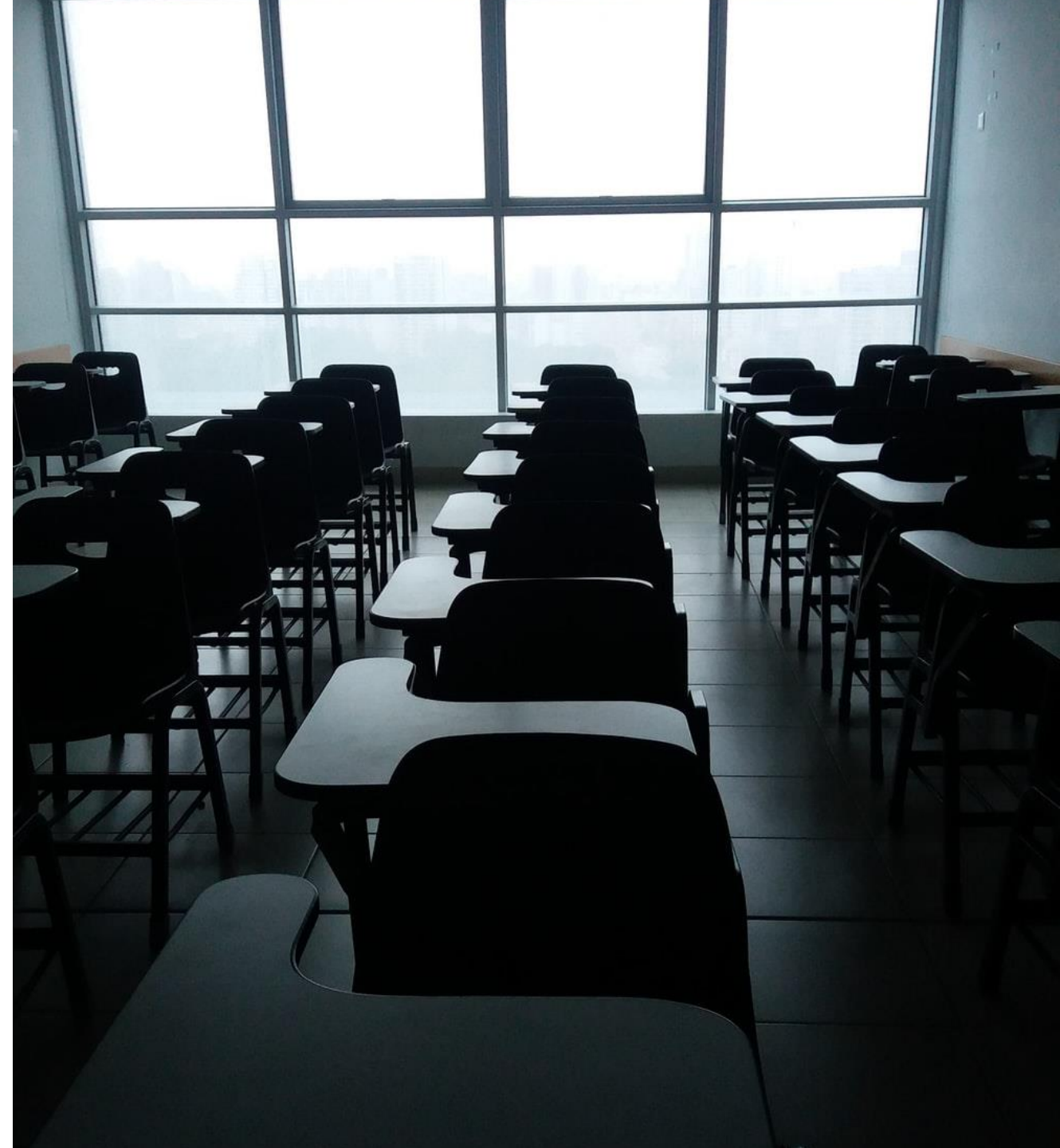
Action

3

Fitting In

4

Experts



1

Bias Toward Success

Leaders *say* that failure is the best teacher—but do they mean it?

Fear of Failure

A Fixed Mindset

**Overreliance on
Past Performance**

**Difficulty Seeing
Mistakes**



**Destigmatize mistakes—
they're opportunities
to learn.**



Fear of Failure

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**Difficulty Seeing
Mistakes**



LAST NAME
Beeson

FIRST NAME
Eleanor Jeannine

AGE
II

GRADE
6th

BUILDING
Monroe

SCHOOL YEAR
1943-1944

Period	Days Present	Days Absent	Times Tardy	Conduct	Effort	Read Lit.	Spelling	Language Grammar	Arithmetic	Geography Civics	History Civics	Health Science	Art			Promotion In Danger	Height In Inches	Weight In Pounds	EXPLANATION A...93-100 EXCELLENT B...85-92 GOOD C...77-84 FAIR D...70-76 POOR E...BELOW 70 FAILING
													Drawing	Music	Writing				
1st Six Weeks	25	0	0	A	A	B	A	A	A	B	C	A	A	A	B		69	52½	
2nd Six Weeks	29	0	0	A	A	A	A	A	A	A	B	A	A	A	A			73	
3rd Six Weeks	31½	½	0	A	A	A	A	A	B	B	A	A	A	A	B				
Semester Grade	85½	½	0	A	A	A	A	A	A	B	B	A	A	A	B			76	
4th Six Weeks	28	2	0	A	A	A	B	B	A	A	B	A	A	A	A		56¾	74	
5th Six Weeks	29	0	0	A	A	B	A	A	A	B	B	A	A	A	B			57	78½
6th Six Weeks	34	1	0	A	A	A	A	A	A	B	B	A	A	A	B		57¼	81	
Semester Grade	91	3	0	A	A	A	A	A	A	B	B	A	A	A	B				
Yearly Grade	176½	3½	0	A	A	A	A	A	A	B	B	A	A	A	B				

Promoted to Seventh grade. Retained in _____ grade. Teacher Mary Van Buren

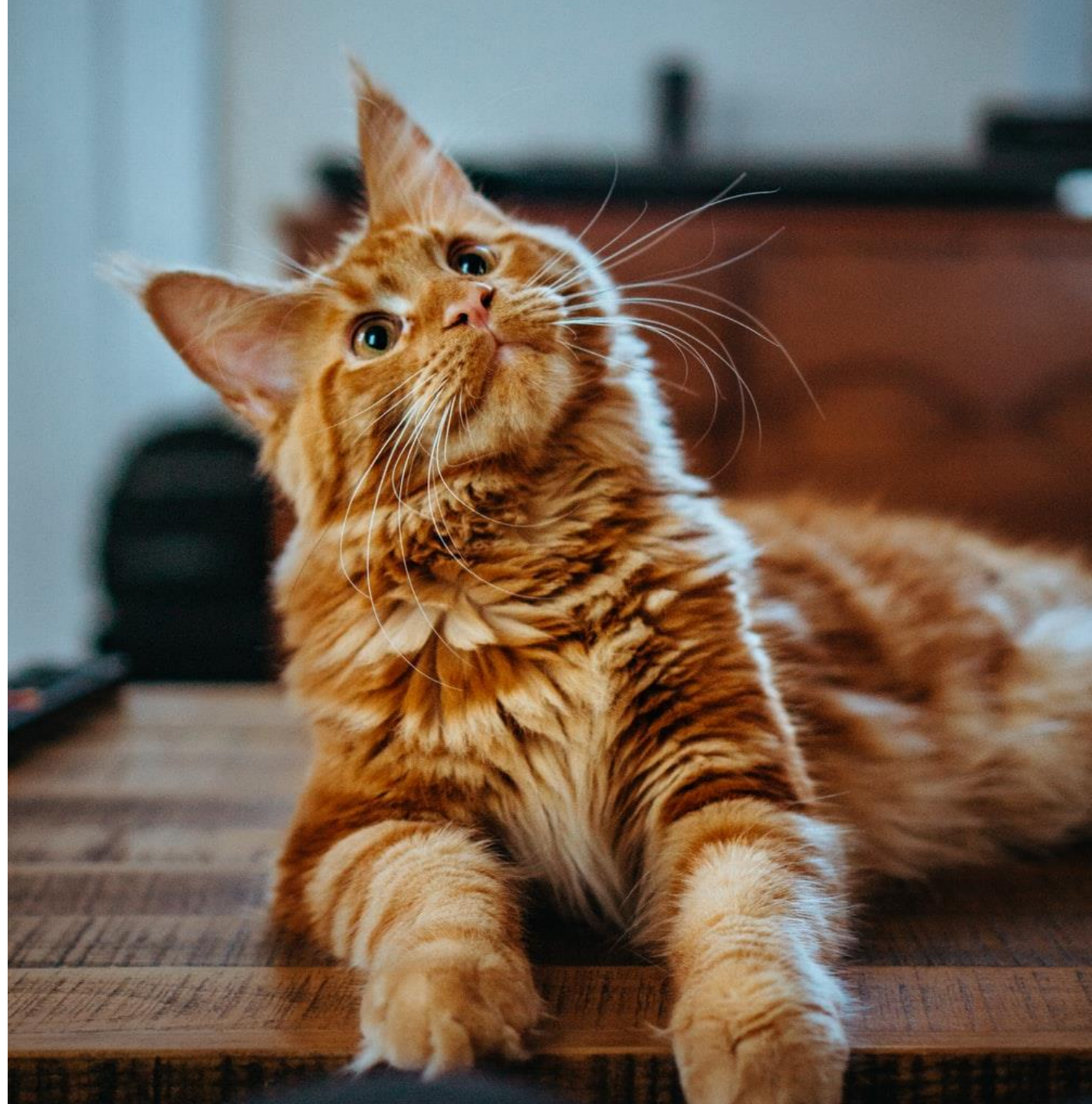
EXPLANATION: Three "Honors" are awarded each semester, "Honors;" "High Honors" and "Class Honors"

Fear of Failure

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**Overreliance on
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**Difficulty Seeing
Mistakes**

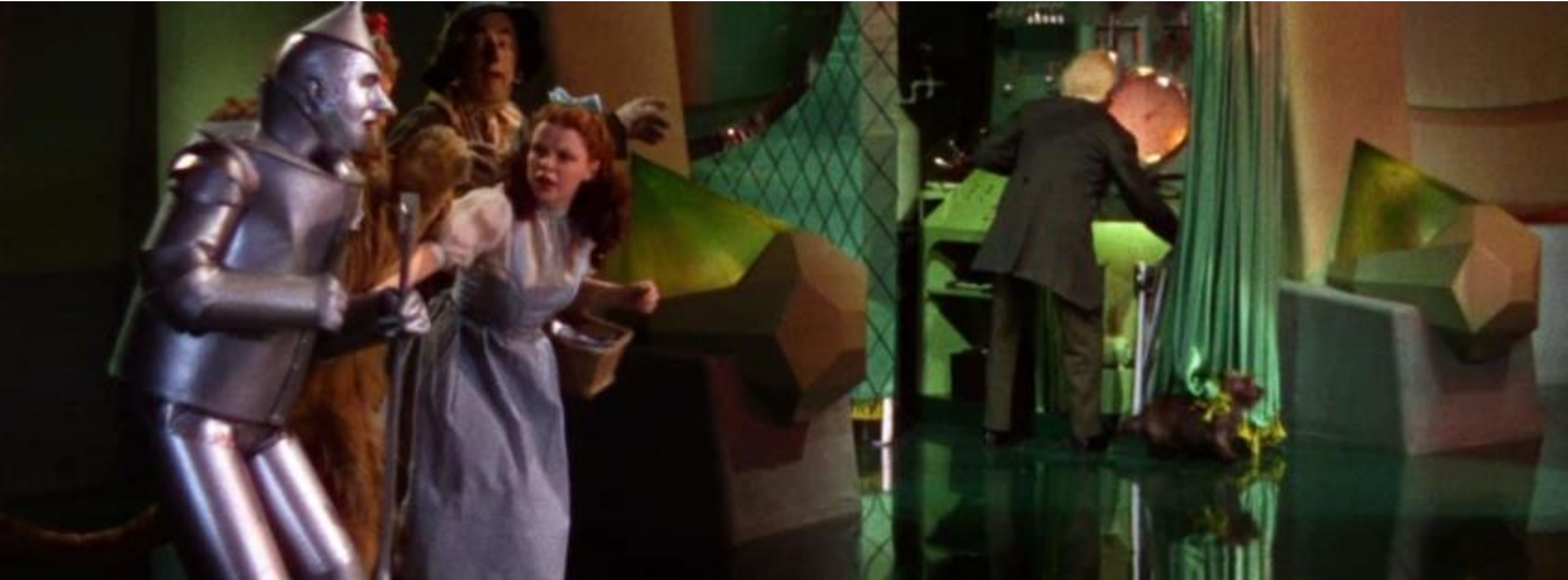


Fear of Failure

A Fixed Mindset

**Overreliance on Past
Performance**

Difficulty Seeing Mistakes



2

Bias Toward Action

Faced with a problem, we want to *fix* it—for better or worse.

**It feels better to miss the ball
by diving than by standing still.**



Exhaustion

Lack of Reflection



Exhaustion

Lack of Reflection



3

Bias Toward Fitting In

Sticking to norms can stifle innovation.

**When people worry
about conforming,
they don't speak up.**



4

Bias Toward Experts

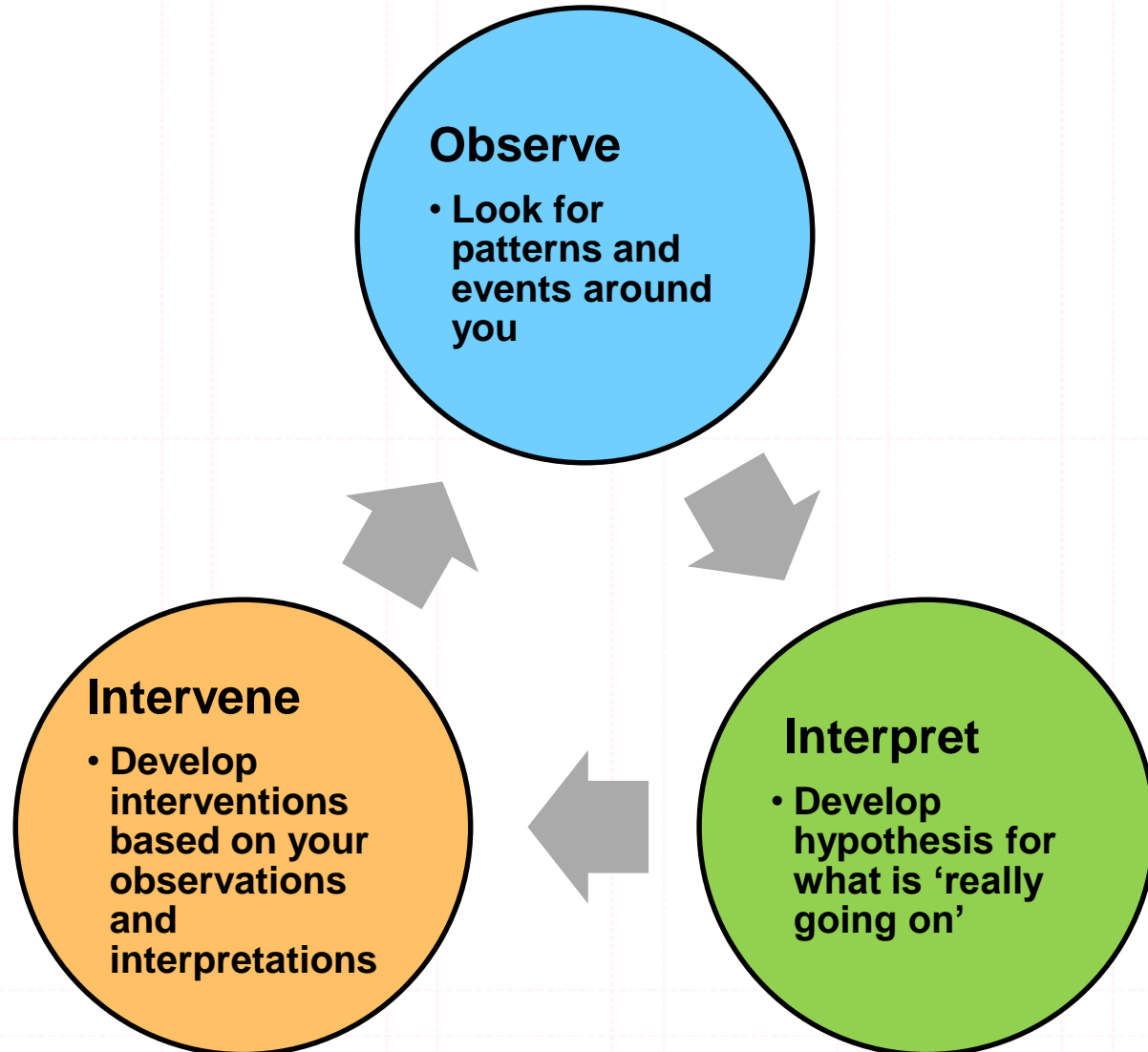
Using specialists to solve problems can cause *other* problems.

A Narrow View of Expertise

Titles and degrees direct us from other forms of knowledge.



Remember the Ideal State!



Questions?

**The Next UM System Learning
& Organizational Development
Webinar is listed below:**

**Reflective Practice to Improve Focus, Learning,
and Leadership, presented by Learning &
Organization Development, UM System–June
16, 10:30-11:15am via Zoom.**

