

Teaching and Learning – 5 minutes

...over a hot brew!

Research, Resilience, and Reflection

Issue 2



1. In Pictures: Equity



'Surely not... that can't be right!'

2. To ponder...

"If Students come to us from strong, healthy functioning families, it makes our job easier. If they do not come to us from strong, healthy, functioning families, it makes our job more important."

Barbara Colorose [author on education]

3. Did You Know?

T & L - The Evidence [EEF]: META-COGNITION

Meta-cognition and self-regulation approaches have consistently high levels of impact, with pupils making an average of eight months' additional progress. The evidence indicates that teaching these strategies can be particularly effective for low achieving and older pupils. These strategies are usually more effective when taught in collaborative groups so learners can support each other and make their thinking explicit through discussion.

Cost	Evidence Base	Months Gained
£££££	🔒🔒🔒🔒🔒	+8

4. Positive to Negative Feedback Ratio

Over the past decade, scientists have explored the impact of positive-to-negative interaction ratios (P/N) in our work and personal life. P/N is measured by counting the instances of positive feedback (e.g. "that is a good idea") vs. negative feedback (e.g. "this is not what I expected; I am disappointed.").

According to the Nobel Prize-winning scientist [Daniel Kahneman](#), each day we experience approximately 20,000 moments. A moment is defined as a few seconds in which our brain records an experience. The quality of our days is determined by how our brains recognise and categorise our moments—either as positive, negative, or just neutral (we rarely remember neutral moments).

Using a 5:1 P/N, dubbed 'the magic ratio' by psychologist [Sottman](#), he and his colleagues predicted the number of divorces occurring over a ten year period in a sample of 700 marriages. The calculation was founded upon a studied 15 minute conversation between each couple. The ratio allowed a prediction with a degree of 94 percent accuracy.

World renowned researcher [Dr. Barbara Fredrickson](#) discovered that experiencing positive emotions in a 3-to-1 P/N ratio leads people to a tipping point beyond which they naturally become more resilient to adversity and as a consequence can respond more positively and effectively to constructive criticism.

Whilst some propose a 5:1, a 4:1 or a 3:1 P/N ratio the common thought remains, the P/N ratio is a critical parameter to ascertain what kinds of dynamics are possible for a team. Marcial Losada confirmed that high performance teams have a high P to N ratio whilst low performance teams have a P/N ration where negativity dominates (Losada/Heaphy, 2004).

Of course the debate continues with evidence and calculations continuing to be questioned ([The Mathematics of Happiness - Debunked](#)).

