

# Teaching and Learning – 5 minutes

...over a hot brew!

Research, Resilience, and Reflection

Issue 8:



## 1. In Pictures:



Know your students and stretch their learning

## 2. 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

## 3. To ponder...

Your best teacher is your last mistake. [\[Ralph Nader\]](#)

At first, students tend to freeze at the first effort. The breakthrough comes when they realize that they can make it better - can identify what their purposes were and realise better ways to achieve those purposes. [\[M. H. Abrams\]](#)

## 4. Education

### Positive to Negative ratio... Further thoughts

**Research Based on Leadership in Business:** Research conducted by Heaphy and Losada, examined the effectiveness of 60 strategic-business-unit leadership teams at a large information-processing company. They found that the factor that made the greatest difference between the most and least successful teams was, you've guessed it, the ratio of positive to negative comments. The average ratio for the highest-performing teams was over five positive comments for every negative one. The medium-performance teams averaged almost twice as many positive comments than negative ones. The average for the low-performing teams was over three negative comments for every positive one.

**Is a negative comment all bad?** A little negative feedback (20%) apparently goes some way towards high performance and is **an essential part of the overall mix**. Why is that? First because of its ability to grab someone's attention (a call to action). Second, some negative feedback guards against complacency. Negative feedback helps people overcome **serious** weaknesses. Zenger and Folkman observed that among 50,000 case studies those who've received the most negative comments were the ones who, in absolute terms, improved the most.

**Success at a cost?** Clearly any benefits from negativity come with **serious costs** (or the amount of negative feedback that leads to high performance would be higher). Negative feedback is important when we're heading over a cliff to warn us that we'd really better **stop doing** something horrible or **start doing** something we're not doing *right away*.

However, even the most well-intentioned criticism can damage relationships and undermine self-confidence and initiative. It can change behaviour, but it certainly doesn't cause people to try their hardest. A high positive to negative ratio it is then!

