

Organizational Change: Habits for Thought-full Engagement

As an organization, to move along the continuum of personalized learning you must attend to the tasks at hand as well as the people. For that reason, we recommend the following Habits of Mind to make certain that we are *thought-fully* engaging our community. We propose that they are in a sequence although they do not need to be followed as such.

Listening with Understanding and Empathy and Questioning and Problem Posing

- Listen to diverse members of our community
- Pay attention to the real problem — clarify instead of jump to solutions

Thinking Flexibly

- Stay open to others' perspectives
- Begin to shape our ideas into a shared vision (not a vision to be shared)

Applying Past Knowledge

- Think about what works for whom and under what conditions
- Draw from the expertise of all who are participating

Creating, Imagining, and Innovating

- Generate possible ideas to address the problem
- Choose some of the best ideas and develop prototypes that model what the flow for implementation would look like

Communicating with Clarity and Precision

- Be transparent — clarity about the thinking is significant

Striving for Accuracy

- Learn best ways to assess for learning and growth

Responding with Wonderment and Awe

- Celebrate successes and remaining open to continuous learning
- Use feedback spiral, celebrate, learn from failure, revise based on learning