

E-Newsletter Education Edition

Living and Working On Purpose

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What Language Do Your Students Speak?



If I were ever to travel to France, I'd have a hard time getting around. I don't speak French. I can imagine the scene: stopping to ask for directions because I'm totally lost. And so I speak slower and louder to a French person, hoping that if I speak my English slow enough, he might finally understand it.

Then he speaks French slower and louder. I guess he had the same idea. Of course, we're getting nowhere. I get frustrated, he gets mad (and I can only fathom what he's saying about me in that language I don't understand!)

Our classrooms are much the same way. We have students that come to us, not by their choice, asking for directions, and we all speak different languages. The traditional classroom tells the student that they must

learn the language that the teacher speaks in order to succeed in school. After several weeks of trying to figure out the teacher's language, they must then pick up and learn the curriculum. However, during that time the student has become frustrated and angry, and the process of shutting down has begun. Some students will overcome this, with the help of supportive parents. Some students don't have this support system and the downward trend continues. Sometimes this downward trend only lasts for that school year, sometimes it continues for many years in their school career. As a teacher that cares about her students, I would hate to think that I was the catalyst for a downward trend.

So let's imagine this situation in a different light. The teacher now takes the initiative to speak the language of her students. It's not such a difficult task, as there are four "languages" according to personality types : **Leader, People, Free Spirit, Task**. The teacher creates a classroom where the Golden Rule ("Do unto others as you would have them do unto you.") is replaced with the Platinum Rule: "Do unto others as they want to be done to." A relationship is formed between

the teacher and student, allowing communication to flow freely. By focusing on the student's "language" and communicating to them in their way, academic skills are mastered more effectively. Can you remember the teachers who had the most impact on your life? Was this impact caused by the material that you learned, or by the relationship you had with that teacher?

The PeopleMap Communication System develops these communication skills in the classroom, to complement the technical teaching skills and abilities that teachers have been trained to use. PeopleMap training builds better working relationships between teachers and their students, helping all involved become their best, without the stress!

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Pinnacle Training Programs

Pinnacle Leadership Associates designs and provides continuing learning programs for educators, clergy and church staff, business leaders, healthcare professionals, and non-profit leaders.

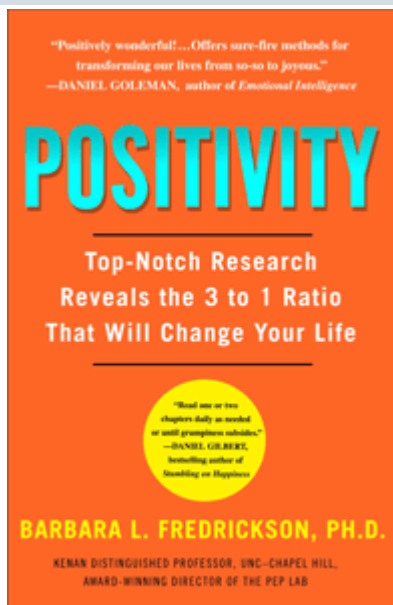
You tell us about you and your organization; we'll listen, assess your training needs, and develop a training program that's a perfect fit.

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Book Review:

Fredrickson, Barbara. *Positivity*. New York: Crown, 2009. Print.



Think of a time when someone important to you praised or complimented you for something you did. Who was it and what did they say? The impact of positive encouragement goes much farther than the compliment itself. How often do you praise your students for the work they do?

Dr. Barbara Fredrickson, professor at UNC-Chapel Hill, discusses positive emotions and

their impact in her book *Positivity*. At first when I picked up this book, I conjured up an image of a person who was very "Pollyanna-ish", living in their own little world of happiness and cheerfulness. The planets line up every minute of every day for this person. However, Dr.

Fredrickson takes *Positivity* into reality, knowing that not all negativity can be eliminated from our lives. So how do you remain positive with all of the negativity around you? What are the benefits of *Positivity*?

Positive people are driven by a sense of purpose. They know why they get up each and every morning. *Positivity* opens us. It allows our creativity to flow, allows our hearts and minds to be open to all that may come our way. This openness creates a better situation in which to deal with the negativity that will surely come our way. It's how you handle the negativity that will make a

difference in your life. Appropriate negativity will keep you grounded, real, and honest.

Dr. Fredrickson claims that in order to maintain healthy positivity in your life, one needs to have a 3 to 1 Positivity Ratio. She has developed a Positivity Self Test to assess your daily Positivity Ratio. This assessment does not weigh your every comment or thought, but rather takes your day as a whole and assesses your emotions throughout a day's time to create your ratio. The 3 to 1 ratio is considered the "tipping" point where people flourish. (On the other hand, another "tipping" point occurs at 11 to 1, where the positivity backfires. This is where the Pollyanna effect comes in.)

What impact does this have for the classroom? As a teacher, you have more influence on the lives of your students than you can ever realize. For the time period that you have those students, you are an "organization" striving for the same goal. As the leader of the organization, you control the climate of the organization. As you create a positive climate for your classroom, the classroom will flourish. Of course there will be some negativity there, but how will you keep the negativity grounded, real, and honest? Having an appropriate Positivity Ratio going in will aid in keeping the balance, and seeing your students flourish.

So, what's your Positivity Ratio? Dr. Fredrickson has an online assessment that you can take to discover your Positivity Ratio at www.PostivityRatio.com. If your Positivity Ratio is lower than you'd like it to be, Dr. Fredrickson also devotes a chapter in her book on how to change your thoughts to increase positivity. One tool that she recommends is to learn and apply your strengths. For this, she refers to Dr. Martin Seligman and his website www.AuthenticHappiness.com which also has an online survey that will rank twenty-four strengths by the degree with which they characterize you. Focusing on your strengths, this self-reflection allows you to recreate your daily activities to draw on your strengths, to create a more productive day. Dr. Fredrickson ends her book with a quote from a greeting card. "Life gives us

negativity on its own. It's our job to create positivity."
The choice is yours.

Teaching Tip: The Free Spirit in Your Classroom

Free Spirits in the classroom are the most challenging out of the four personality types. They need more direction and support when it comes to self-discipline. When possible, give the Free Spirit student a choice in the assignment you have given. For example, you have given the students a list to memorize and instructed the students to make flashcards to aid in their studying. The Task type student will quickly jump on this assignment, completing it exactly as you assigned. The Free Spirit student will find this more appealing and be more apt to comply if you open up the assignment to tap into their "freedom of choice" and let their creativity flow. There are many flashcard-type websites where they can create online memory tools. <http://quizlet.com/> is one of them. They can create a powerpoint game show review, like Jeopardy. They can make a foldable with the information. (Dinah Zike has great stuff! Check her out at

<http://www.dinah.com/manipulatives.php>)

The options you can give your students are only limited by their imagination!

Inservice and Professional Development Opportunities

The Peplemap Communication System



Understanding Ourselves And Others

This workshop begins with an introduction to the Peplemap

Communication System. The Peoplemap is a powerful, yet fun and practical learning program. Each participant completes the same seven item questionnaire. This inventory, with 95% accuracy in identifying your personality type, is designed to show each person's way of relating to others, solving problems, leading and getting work accomplished. Each person's questionnaire is immediately self-scored to determine their personality type:

Leader, People, Free Spirit, Task

Then participants will ...

Receive your Peoplemap Inventory and workbook style feedback information

Gain greater understanding of self and your communication tendencies

Learn the strengths and weaknesses of your personality type

Gain Insights for communicating with others who are not your personality type using the ACT and STAR Principles

Consider how to strengthen your teams

Training in the Peoplemap Communication System is available through Pinnacle in these formats:

One-day or half-day introductory workshop/in-service

Staff or leadership retreat

After school professional development course

Other workshops available:

PeopleMap: Understanding and Relating to Communication Preferences

This workshop focuses on personal success with stronger relationships, teamwork, and a section on "How to Manage Your Boss." Managing your boss means knowing their needs and then meeting those needs, resulting in everyone working together for success.

The Leadership Teambuilding Program

This program is designed for both people in leadership roles and their team. You will learn and practice the Eight Core Interpersonal Competencies in order to work more effectively with others. The course begins with a review of the basic PeopleMap types and take a Leadership Questionnaire to determine which leadership styles suits you. You will then identify a specific goal you would like to achieve to help you become a better communicator, team member,

and manager of people.

We are glad to discuss your learning needs. You can call us at 803-673-3634 or email at info@pinnaclelead.com .

Feel free to forward this email to your colleagues and friends by clicking on the link below.

