

Communication, Extension Mentoring, and Supportive AI Tools

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UNIVERSITY OF
MARYLAND
EXTENSION

**FEARLESSLY
FORWARD**



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Discuss: Why is it sometimes difficult to change behaviors?

What are some behaviors or habits that you or people you know have difficulty changing?

People are not always ready to change behaviors. Leaders must be able to:

- **Distinguish** between stages of change
- **Identify** an individual's stage of readiness for change

In This Session: Leaders and mentees

- Background: Stages of Readiness for Change. Why is it sometimes difficult to change behaviors?
- Setting: Motivational Interviewing and how can we work through desired or necessary behavior change?
- AI Application: How can tools help us prepare for and work through difficult conversations?



Stages of Change

Stages of Change

Pre-Contemplation

Contemplation

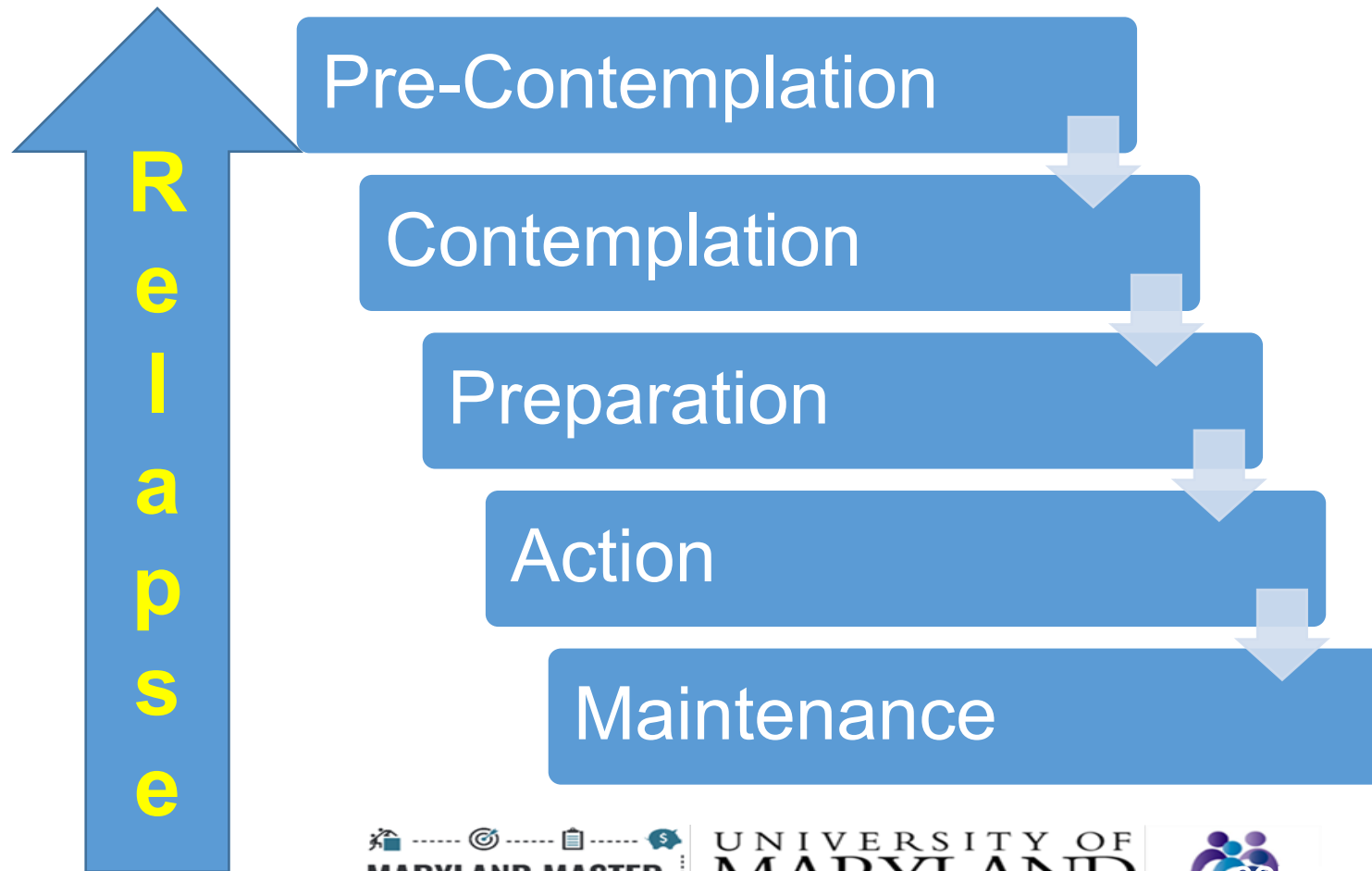
Preparation

Action

Maintenance

Source: Prochaska & DiClemente
(1983)

Stages of Change



Problems with the Stages of Change Model

- A person's stage might not be obvious
- Movement between stages is different for different people
- People sometimes move backward

Exercise: Stages of Change Scenarios

The background features a large, bold, red geometric shape on the left side, which is a parallelogram or a large arrow pointing right. The rest of the background is black.

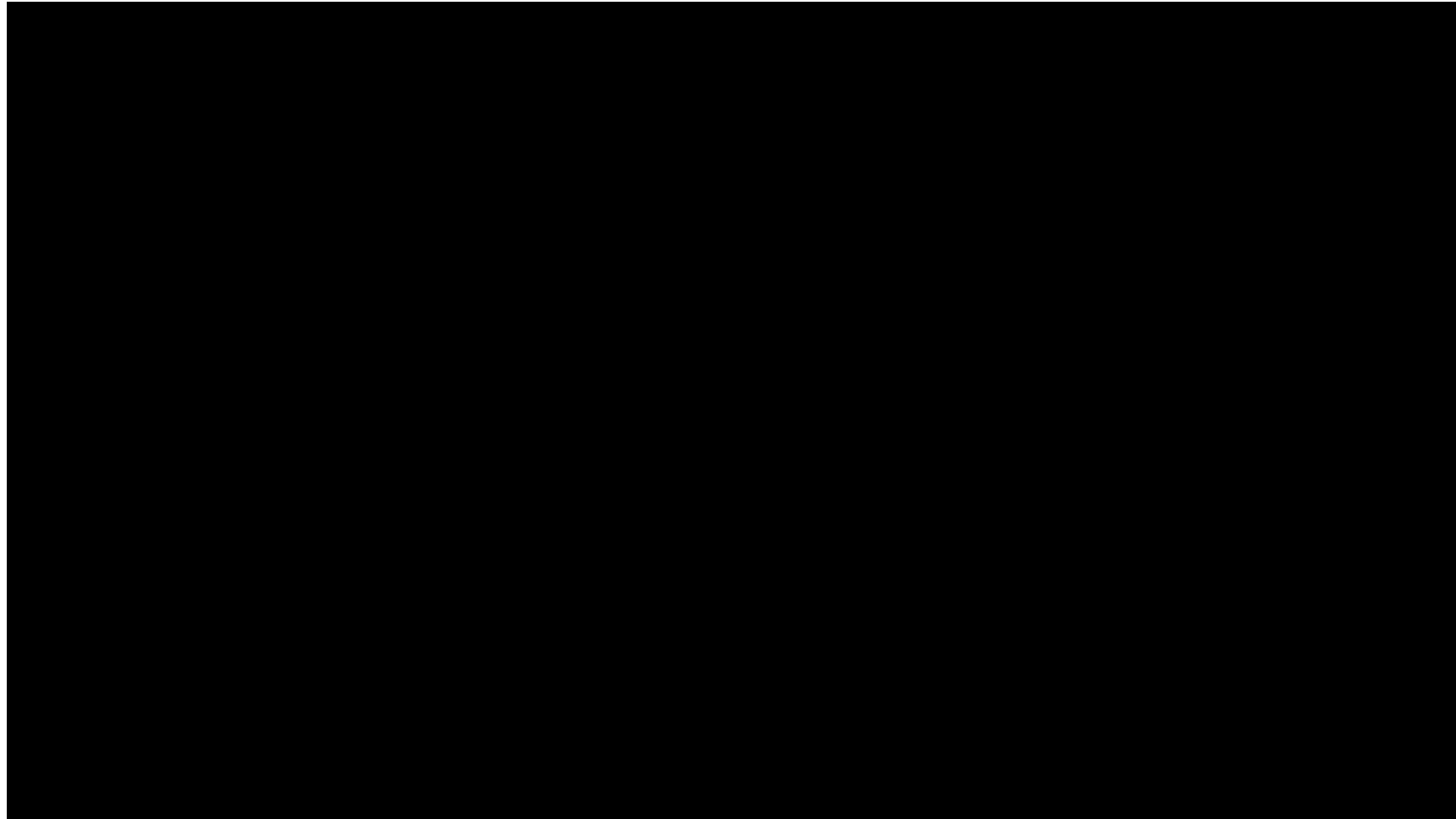
Motivational Interviewing

Motivational Interviewing is about: Effectively talking to people about change

Change is hard!
It requires decision making,
overcoming ambivalence.



Introduction to Motivational Interviewing



How can you use motivational interviewing help others achieve goals?

Motivational Interviewing helps leaders:

- **Discern** a mentee's motivation for change
- **Interview** mentees using open questions, affirmations, reflective listening and summary statements
- **Develop** a specific mentee-centered plan using **S.M.A.R.T.** goals

Motivational Interviewing is: “Other” Centered Conversation



“Three Fours” of Motivational Interviewing

Four Aspects
(relational)

Four Skills
(technical)

Four Processes
(actions)

Four Aspects of Motivational Interviewing

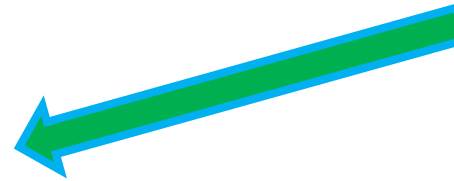
- Partnership
- Acceptance
- Compassion
- Evocation

Four Skills of Motivational Interviewing (OARS)

- Open Questions
 - Affirmations
- Reflective Listening
 - Summary

Four Processes of Motivational Interviewing

- Engaging
- Focusing
- Evoking
- Planning



SMART Goals

Specific

Measurable

Achievable

Relevant

Time-Bound

Exercise: Motivational Interviewing Practice

A large yellow triangle pointing right, with a smaller black triangle pointing left, partially overlapping it on the left side of the slide.

AI-Guided Motivational Interviewing and practice

Introducing ChatGPT

We've trained a model called ChatGPT which interacts in a conversational way. The dialogue format makes it possible for ChatGPT to answer followup questions, admit its mistakes, challenge incorrect premises, and reject inappropriate requests.

ChatGPT ●

Recommend a dish
to impress a date who's a
picky eater

Get started

Log in

Sign up



How can I help you today?

Brainstorm names

for an orange cat we're adopting from the shelter

Show me a code snippet

of a website's sticky header

Explain why popcorn pops

to a kid who loves watching it in the microwave



Plan a trip

to explore the Madagascar wildlife on a budget

Message ChatGPT...



ChatGPT can make mistakes. Consider checking important information.

Q: Mentor a coworker to be engaged in a project

DO

mentor a coworker to be engaged in a project

ChatGPT

Mentoring a coworker to be engaged in a project is an excellent way to boost their productivity and foster a collaborative work environment. Here's a step-by-step guide on how to mentor them effectively:

1. **Build a Relationship:** Start by developing a good working relationship with your coworker. Get to know their strengths, weaknesses, and their career goals. Understanding their background and interests can help tailor your mentoring approach.
2. **Set Clear Objectives:** Clearly define the objectives and goals of the project. Explain how their work on the project ties into the broader goals of the organization. This will give your coworker a sense of purpose and the bigger picture.
3. **Explain the Importance:** Emphasize the significance of the project and how it contributes to the team and company's success. Help your coworker understand the impact their contributions can make.
4. **Share Knowledge:** Offer to share your knowledge and experience with them. Provide any necessary training, resources, or guidance to help them succeed in their role within the project.

Q: What do I ask my coworker who is unsure about changing his mind about getting involved with a project? This needs behavior change.

DO

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ChatGPT


When your coworker is unsure about changing their mind and behavior to get involved in a project, it's essential to have a supportive and constructive conversation. Here are some questions you can ask to help them consider their decision and work toward behavior change:

1. **What are your current reservations or concerns about getting involved in this project?** Start by understanding their specific reasons for hesitation.
2. **What are your long-term career goals and how might this project align with them?** Encourage them to think about the potential benefits and growth opportunities.
3. **Can you identify any previous experiences or beliefs that may be influencing your hesitation?** Explore any past experiences or biases that could be affecting their decision.
4. **What specific changes or behaviors do you feel are necessary for you to be more engaged in this project?** Encourage them to articulate the behavioral changes required for their involvement.
5. **What support or resources do you think you need to make these changes and fully participate in the project?** Discuss what can be provided to facilitate their involvement.
6. **Have you considered the potential impact of your involvement on the team and the project's success?** Help them see the broader implications of their decision on the project and their colleagues.


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AI-Assisted[★] Assessment Building.

Eduaide.Ai is an AI-driven platform that helps educators create lesson plans, teaching resources, and assessments.

 Generator

 Assistant

 Feedback Bot

 Chat

 Assessment Builder

 History

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 Settings

 Sign Out

Content Generator

Subject

Career & Technical Training

Grade

Post Secondary (College Level...)

Planning

Information Objects

Independent Practice

Cooperative Learning

Ga

 Jigsaw Activity

Jigsaw Activity to facilitate collaborative learning.



 Debate

Educational debates to encourage reasoning, communication, and collaboration among peers.



 Model

Simple, step-by-step plans for creating a model.



 Learning Stations

Stations in which students engage with content specific tasks.



 Think-Pair-Share

TPS to utilize cooperation to improve student engagement and learning outcomes.



 Project Based Learning

Synthesis-level projects to foster critical thinking.



 STEM Project

STEM projects, fueling curiosity and innovation in hands-on learning experiences.



 Kagan List

Wide variety of Kagan Cooperative Learning Structures



Workspace

Content Generator

Subject

Career & Technical Training

Grade

Post Secondary (College Level...

Planning

Information Objects

Independent Practice

Cooperative Learning

Ga



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Project Based Learning



Synthesis-level projects



STEM Project



STEM projects, fueling curiosity and innovation in hands-on learning experiences.



Film Project



Develop scenes for students to act out to showcase or explain any topic.



Paired Passages



Variety of closely related brief passages.



Compass Conversation Pieces



Guide the internalizing and owning of learning topic.



Role Play Scenario



Skit for a variety of outcomes.

Workspace

Workspace

Q: How to stay focused and motivated at work when tired.

Lesson Seed: Developing Strategies for Maintaining Motivation and Focus

Objective: Students will be able to develop strategies for maintaining motivation and focus to complete projects even when feeling fatigued following Bloom's Taxonomy of Educational Objectives.

Prior Knowledge: Students should have a basic understanding of time management and project planning.

Direct Instruction Strategies:

1. Introduce the concept of setting short-term goals to maintain motivation.
2. Discuss the importance of self-care in maintaining focus during project completion.
3. Teach students techniques for overcoming mental fatigue and staying motivated.

Team-Based Activities:

1. Small group discussions on effective time management strategies.
2. Peer feedback sessions on project progress and motivation techniques.
3. Collaborative problem-solving activities related to overcoming obstacles when feeling fatigued.

Enhanced: Develop strategies for maintaining motivation and focus to complete projects even when feeling fatigued..

Deep Questions:

1. How does setting short-term goals help you maintain motivation during project completion?
2. In what ways can self-care practices impact your ability to stay focused when feeling fatigued?
3. What strategies can you use to overcome mental fatigue and stay motivated to complete projects?

Think-Pair-Share Activity: Maintaining Motivation and Focus

Step 1: Think (Individual Activity)

1. Reflect on a time when you felt fatigued but still managed to complete a project successfully.
2. What strategies did you use to stay motivated and focused during that time?

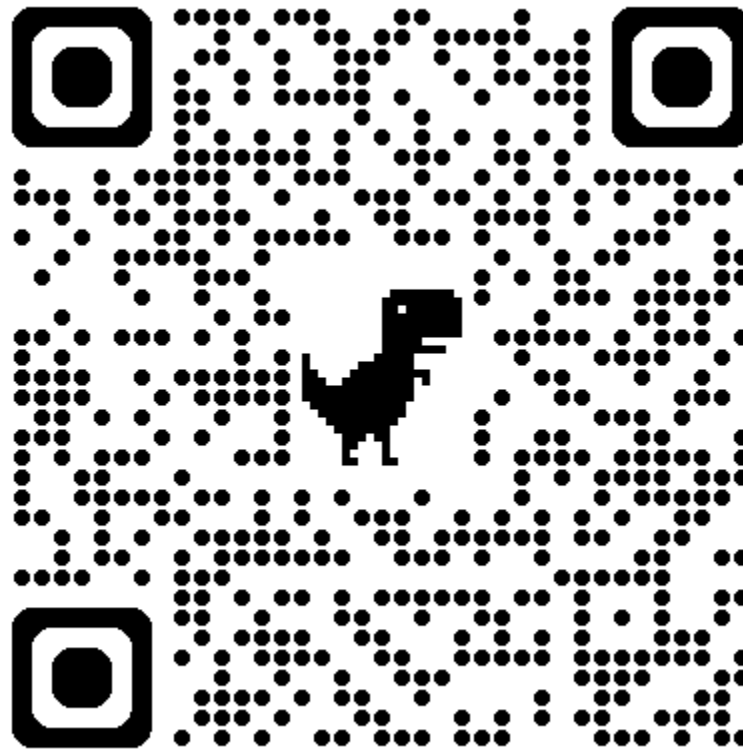
Step 2: Pair (Discussion with a Partner)

1. Share your experience with your partner, discussing the specific strategies you implemented to combat fatigue and maintain motivation.
2. Listen to your partner's experience and strategies they used in similar situations.

Step 3: Share (Group Discussion)

1. In a group setting, share some of the most effective strategies discussed with your partner for maintaining motivation and focus when feeling fatigued.
2. Collaboratively identify new techniques that could be helpful for others in similar

We and Me



<https://weand.me/tomorrow/>



Talk Your Way Into Tomorrow

by Chad Littlefield

I'm an AI chat bot with one key role—to ask questions that help you "talk your way into tomorrow. More specifically, my intention is to ask 5 personalized questions designed to stretch your thinking, create clarity, and spark actions for a better, easier tomorrow.

What part of your future would you like to reflect on?

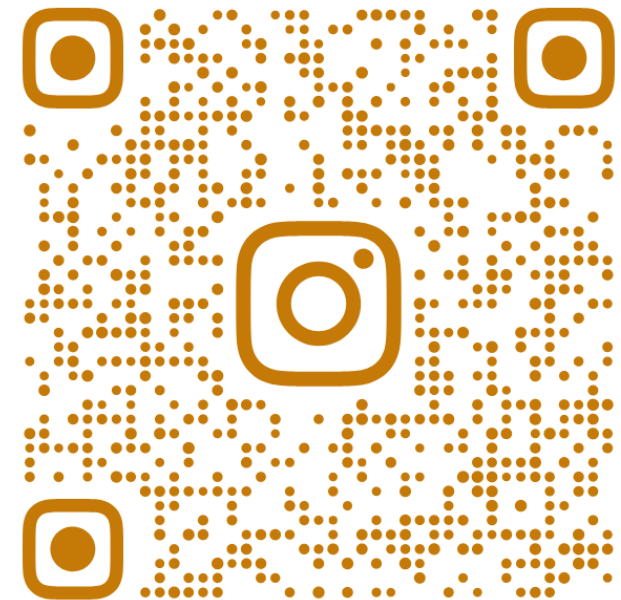
i Consider a goal, dream, project, or challenge you have. Describe it, then I'll ask you the first of five personalized questions.

Improve forgetfulness due to not enough sleep and too many responsibilities.

How might you prioritize your tasks and optimize your sleep to improve your memory and overall well-being in the future?

Type here...

Follow for Updates and Tips!



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Supporting Links, Information, & Resources

E-mail request to:
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