

Goals:

- Reflect on our individual professional journeys.
- Interrogate the affinities and divergences between faculty and developer roles.
- Create a plan for cultivating the skills/behaviors/core beliefs that will enhance your educational developer journey.

Micro-Reflection:

- Describe your professional journey thus far (2 minutes)
- What skills, experiences, core of knowing have animated that experience? Any pivots?

Level up Challenge: distill keywords from your narrative to form a 6-word biography.

Table 1. Ways of knowing and being that facilitate change in individuals and in groups.

Threshold concept	Description	Frequency
Respecting and drawing out knowledge/expertise/ability	Helping people recognise that they have latent potential that can be used to address issues/solve problems; facilitating a process to draw out this ability	4/5
Helping others realise their potential	Supporting, enabling the development of others	4/5
Building capacity	Helping people realise they have the potential and the answers; drawing people out, so they feel empowered and can sustain work beyond interventions with educational developers; 'reframing' issues to 'connect' colleagues	3/5
Starting where people are	Facilitating change/development begins with knowledge of the person(s) with whom we are working	2/5
'Getting out of the way'	Giving people space and resources to 'solve their own problems'; allowing others to speak first	2/5
Instigating change/development	Determining what brings about change; pushing people just beyond their comfort level, but knowing they can handle it	2/5

Distillation Exercise:

In small groups, circle keywords associated with these threshold concepts (TC).

List skills embedded in each. For instance, "respecting/drawing out knowledge" probably requires active, empathetic listening.

Informational Interview/Storytelling: Pair up and consider your vocational journey by sharing your 6-word biography. *Which of the skills or behaviors involved in educational development will be most challenging for you? Tell a story that illuminates how you know this.*

Resources:

Burnett, W., & Evans, D. J. (2016). *Designing your life: How to build a well-lived, joyful life*. Knopf.

Kramer, R. (2013). *Stealth coaching: everyday conversations for extraordinary results*. Dog Ear Publishing, LLC.

Timmermans, J. A. (2014). Identifying threshold concepts in the careers of educational developers. *International Journal for Academic Development*, 19(4), 305-317.