VISION: Think ahead to the end of the year. If the class has worked well as a coaching and support structure, what might have contributed to this?
(This vision emerged after the subgroup digested all the responses to the week 5-6 survey. **Suggestions welcome for practical steps that build on this vision.**)
CCT698, 10 Nov. 2005

<table>
<thead>
<tr>
<th>GAINING BENEFIT FROM DIFFERENCES (Practical, Ideas, Emotional)</th>
<th>GROUP DYNAMICS ALLOW CREATIVE DEVELOPMENT</th>
<th>ACTIVE LISTENING &amp; SELF-REFLECTION BUILDS CONFIDENCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MAXIMIZE PRACTICAL INTER-ACTIONS BETWEEN STUDENTS</strong></td>
<td><strong>CREATIVITY FROM CONTRADICTION-ORINESS</strong></td>
<td><strong>LIGHT &amp; LEARNING THRU IMPERFECT-IONS</strong></td>
</tr>
<tr>
<td>Confront/Embrace Heterogeneity</td>
<td>Sharing Engenders Creative Development</td>
<td>Group Brainstorming Builds Creative Problem Solving</td>
</tr>
<tr>
<td>Organize work groups</td>
<td>Build Confidence by Sharing Feedback</td>
<td>Know You Are Not Alone</td>
</tr>
<tr>
<td>Give help/advice can allow self to grow</td>
<td>Speaking and Listening Enables Reflection</td>
<td>Quiet Thinkers Don’t Have to Go Off On Their Own</td>
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<tr>
<td>Balance support with genuine critiques</td>
<td>Encouragement is key</td>
<td></td>
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<tr>
<td>Negative must be followed by positive</td>
<td>Know others are in the same place, eases worry</td>
<td></td>
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<tr>
<td>Inquiry as we go on what works best</td>
<td>Sharing helps us get work done on time</td>
<td></td>
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<tr>
<td>Space for quiet &amp; thinking not drowned out</td>
<td>Communication can allow reflection</td>
<td></td>
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<tr>
<td>Support helps us overcome obstacles</td>
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</tbody>
</table>

**GENERATING INDIVIDUALITY, CREATIVITY AND CONFIDENCE FROM DIVERSITY IN A GROUP DYNAMIC (or SELF-REFLECTION THROUGH THE LENS OF A SUPPORTIVE GROUP GENERATES CREATIVE DEVELOPMENT)**

- **GAINING BENEFIT FROM DIFFERENCES**
  - Maximizing practical interactions between students
  - Confronting and embracing heterogeneity
  - Generating individuality, creativity, and confidence from diversity in a group dynamic

- **GROUP DYNAMICS ALLOW CREATIVE DEVELOPMENT**
  - Light & learning through imperfections
  - Sharing and engaging in creative development
  - Group brainstorming builds creative problem solving

- **ACTIVE LISTENING & SELF-REFLECTION BUILDS CONFIDENCE**
  - Building confidence by sharing feedback
  - Knowing you are not alone
  - Speaking and listening enables reflection
  - Quiet thinkers don’t have to go off on their own

**Notes:**
- Each of us can contribute as non-specialist
- Giving feedback builds confidence
- Group brainstorming uncovers new avenues of exploration
- PT reminds us of Ethos: Helping is healthy
- Shared goals motivates
- Negative must be followed by positive
- Speaking and listening enables reflection
- Quiet thinkers don’t have to go off on their own
- Personal support (one on one) & in person
- Repeated reminder not to be alone