


Talking about the relation between learning and performance

Starting point: the experience of the learner.

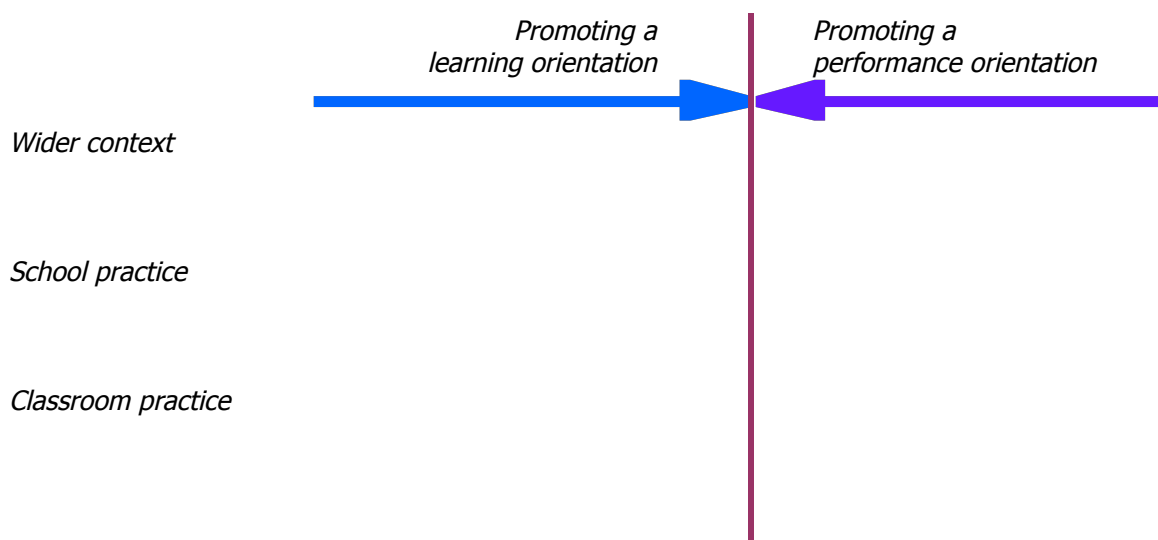
1 All of us as learners can find ourselves in different positions on the dimension below:

<i>“learning orientation”</i>	<i>“performance orientation”</i>
	
<ul style="list-style-type: none"> • we believe that effort can lead to success 	<ul style="list-style-type: none"> • we believe that ability leads to success
<ul style="list-style-type: none"> • we believe in our ability to improve and learn, and not be fixed or stuck 	<ul style="list-style-type: none"> • we are concerned to be seen as able, and to perform well in others’ eyes
<ul style="list-style-type: none"> • we prefer challenging tasks whose outcome reflects our approach 	<ul style="list-style-type: none"> • we seek satisfaction from doing better than others
<ul style="list-style-type: none"> • we gain satisfaction from personally-defined success at difficult tasks 	<ul style="list-style-type: none"> • we emphasise competition, public evaluation
<ul style="list-style-type: none"> • we talk to ourselves: when engaged in a task we talk ourselves through 	<ul style="list-style-type: none"> • when the task is difficult we display helplessness: “I can’t do X
<i>A concern to improve performance</i>	<i>A concern to prove performance</i>

Think of your own learning, and what you know of the learning of your pupils: does this dimension illuminate what you know?

The hazards of a performance orientation are widely known – including depressed performance¹. But school and classroom practice make a major contribution, so:

2 Note below some of the aspects of school practice which promote these orientations:



- With colleagues, discuss aspects you have identified, and select appropriate practices which could promote more of a learning orientation.

¹ For a research review, classroom practices, measures etc, see Watkins C (2010) *Learning, Performance and Improvement*. London: International Network for School Improvement. Research Matters series No. 34. <http://ioe.cadernia.edu/ChrisWatkins> or <http://.chriswatkins.net/download/83/>