

The logo for Cal Poly Pomona, featuring the text "CalPoly" in blue and "Pomona" in green, positioned to the left of a large, colorful geometric arrow pointing right. The arrow is composed of several overlapping triangles in shades of blue, green, and yellow.

CalPoly
Pomona

A Fearless Campus

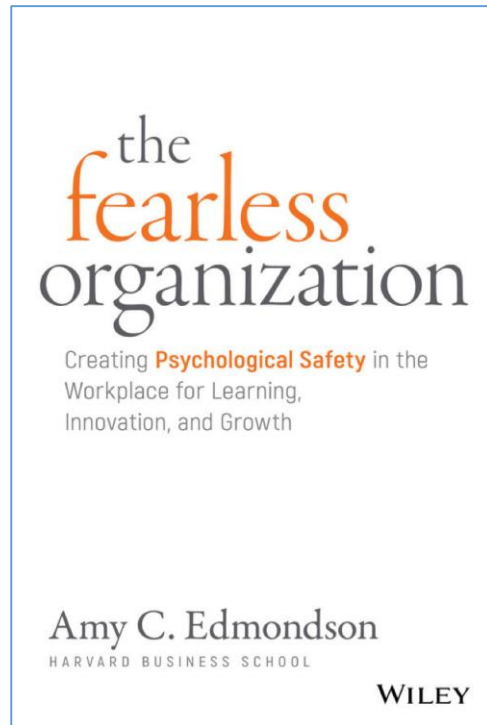
Fearless Classroom Asynchronous Workshop
Foundations and Research

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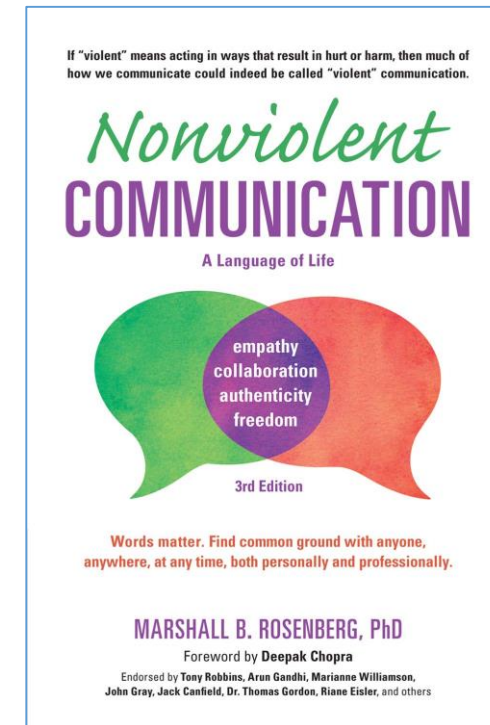
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Foundational Literature for the Fearless Classroom Approach

The Fearless Organization by
Amy C. Edmondson, PhD



Nonviolent Communication by
Marshall B. Rosenberg, PhD



CalPolyPomona

A Fearless Campus

Amy Edmondson: (1990 dis) Fearless Organization (2019)

Psychological
Safety is an
enabler that can
predict:

Team (class)
Performance

Employee
(student)
Engagement

Employee Turnover
(student retention)



Rosenberg's Non-Violent Communication (NVC)

NVC is one of the strongest tools that you can use in creating a Fearless Classroom

- With Nonviolent Communication (*NVC*) we learn to hear our own deeper needs and those of others. Through its emphasis on deep listening—to ourselves as well as others—NVC helps us discover the depth of our own compassion. This language reveals the awareness that all human beings are only trying to honor universal values and needs, every minute, every day.
- *NVC* can be seen as both a spiritual practice that helps us see our common humanity, using our power in a way that honors everyone's needs, and a concrete set of skills which help us create life-serving families and communities.- *Dr. Marshal Rosenberg*



Google's Project Oxygen

The eight most important qualities of Google's effective managers were soft skills with technical skills last.

- Be a good coach,
- Empower your team and don't micromanage
- Express interest in employee's success and well-being;
- Be productive and results-oriented
- Be a good communicator and listen to your team
- Help your employees with career development
- Have a clear vision and strategy for the team; and
- Have key technical skills, so you can help advise the team



Google- Project Aristotle

Project Aristotle shows that the best teams at Google exhibit a range of soft skills: equality, generosity, curiosity toward the ideas of your teammates, empathy, and emotional intelligence. And topping the list: psychological safety.

If embedded video does not play, please click on this link
<https://www.youtube.com/watch?v=v2PaZ8NI2T4>

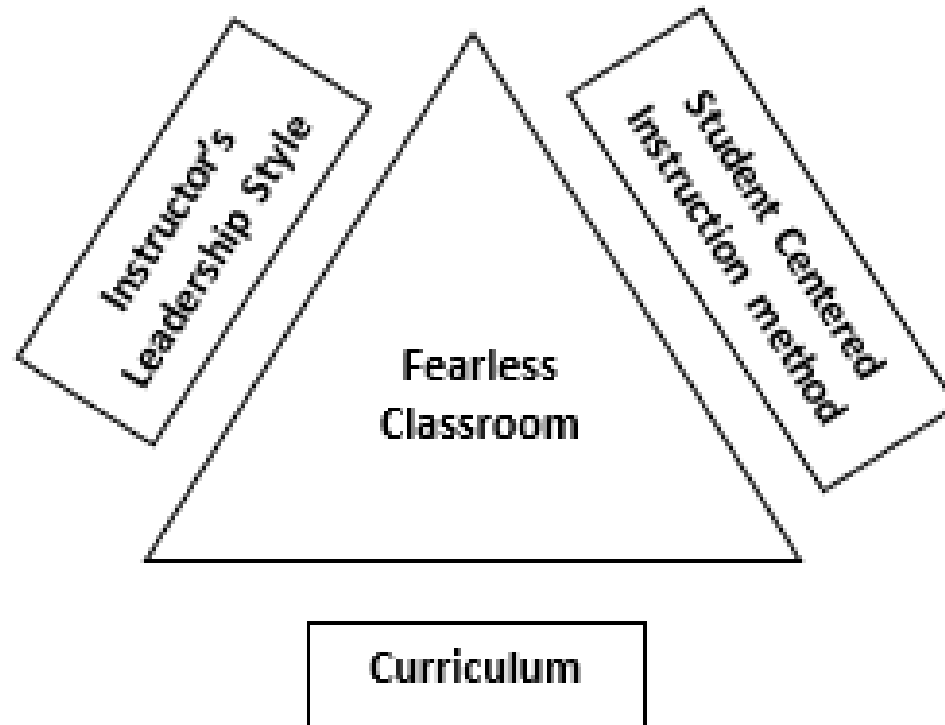


What Is A Fearless Classroom

A Fearless Classroom enables (improves) student performance, motivation, investment and engagement in their education from a psychologically safe classroom environment that builds trust and respect between the instructor and the students and where the instructor demonstrates empathy, compassion and humility toward the students.- *Dr. Ron Heimler (2019)*



The Fearless Classroom Approach



Fearless Classroom Student Feedback

Fall semester 2020

92.76% of students reported the course environment created by the instructor had a positive or very positive impact on their academic performance in the course.

86.23% of students reported "At the beginning of this course, I felt comfortable asking the instructor for help". At the end of the course 97.43% of students report "I felt comfortable asking the instructor help". (11.2% increase)

84.64% of students agreed or strongly agreed "The instructor helped me learn from my mistakes".

93.18% of students agreed or strongly agreed "The instructor displayed empathy being patient with my ability to learn the course material".

90.46% of students reported the course environment created by the instructor had a positive or very positive impact on their commitment to their education.

