

Navigating Perceptions of Risk

What It Is

- ▶ Emotion and feelings of vulnerability may be expected responses to new learning.
- ▶ Perceptions of risk are personal, dynamic, and multifaceted.
- ▶ Risk is an inherent part of change that involves uncertainty and vulnerability, and it is as important as cognition when considering responses to change.
- ▶ Risk involves thinking about the quality of relationships, the school and wider culture, and level of knowledge and confidence.
- ▶ Risk involves vulnerability, which can be positive (open and prepared to take risks) or negative (protective and unwilling to take risks).

Why It Matters

- ▶ People's willingness to engage with change can be reduced by reducing perceptions of risk.
- ▶ Perceptions of risk are changeable.
- ▶ Learning is reduced when the perceived risk is high.
- ▶ Nonengagement may relate to perceived risk rather than resistance.
- ▶ Leaders and facilitators can reduce perceptions of risk.

How I Do It

- ▶ Engage in talk about risk and change.
- ▶ Identify and reduce unnecessary uncertainty in the context.

- ▶ Consider own and others' impact, and share responsibility for learning.
- ▶ Deliberately build knowledge and confidence in others.
- ▶ Provide a culture of support and safety for learning and risk taking.
- ▶ Promote new learning as possibly uncomfortable.
- ▶ Develop learning-focused relationships of trust and respect.

Key Challenges for Me

- ▶ Not making assumptions about others' actions
- ▶ Acknowledging and navigating own perceived risk
- ▶ Noticing beliefs that ignore or contest risk in learning
- ▶ Challenging beliefs that view emotion as a weakness and nonengagement as willful resistance
- ▶ Navigating own and others' emotional responses

What I Should Notice

- ▶ How do people frame their own and others' emotional responses?
- ▶ What is the quality of relationships? Do they include mutual trust, respect, empathy, and support? Are people willing to ask for help?
- ▶ What are the gaps in teacher knowledge, and how big are they?
- ▶ Is there evidence of a supportive culture?