Butterflies in Formation: Performance Under Pressure
Dr. Stephen R. Leppard,
January 4/19
Alliteration Introduction
Host Introduction and Qualifications
Shared Agenda and Citing Sources (Research)
Framing the Learning
Outcomes, Learner Goals, Teacher Targets
Conversations about Presentation Performance
Gordon’s Skill Acquisition
Yerkes-Dodson Law
Science-Art Continuum (A. Tom)
Check for Understanding
Three (3) Exemplars
Subconscious Messaging
Emblems
Body Language
Eye Scanning
Hands
Voice
GETTING YOUR BUTTERFLIES TO FLY IN FORMATION

Ray Fretenburg
My butterflies are still going strong. I just hope they are flying in formation.

Lucy Murr
PICTURE: QUOTE: 2014
My butterflies are still going strong. I just hope they are flying in formation.

Lucy Mint

Picture Quote
My butterflies are still going strong. I just hope they are flying in formation.

Lucy Mill

PICTURE DUMBER....
My butterflies are still going strong. I just hope they are flying in formation.

Laurie Mint

Do you get butterflies when you start to speak?

Think about this: You never get rid of butterflies... you just teach them how to fly in formation!

Everyone has butterflies; it's all about getting them to fly in formation.
My butterflies are still going strong. I just hope they are flying in formation.

Lucy Mair
PICTUREQUOTES.com

"The goal is not to get rid of the butterflies in your stomach but to get them to fly in formation."

John Livesay
meme.generation.net

Nerves and butterflies are fine - they're a physical sign that you're mentally ready and eager. You have to get the butterflies to fly in formation, that's the trick.

It's all right to have butterflies in your stomach. Just get them to fly in formation.

(Dr. Rob Gilbert)

ixquotes.com

Everyone has butterflies; it's all about getting them to fly in formation.
My butterflies are still going strong. I just hope they are flying in formation.

Lucy Mirr
PICTURE QUOTE

Do you get butterflies when you start to speak?

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- Jon Jones

It's all right to have butterflies in your stomach. Just get them to fly in formation.

(Dr. Rob Gilbert)

Everyone has butterflies; it's all about getting them to fly in formation.
Professional Development is the active acquisition of skills, knowledge, and mindset to fully realize one's strengths and potential in all environments. It equips individuals for success in achieving their goals while giving them the ability to adapt, adjust, and adapt to personal, career, and societal responsibilities within the context of a changing world.

In this section

Professional Development Requirement
An exciting initiative to help you recognize your talents, pursue your interests, learn professional skills and make the connections that will help you succeed in your chosen field.

Academic Integrity and Ethics Training Requirement
Complete your academic integrity and ethics training with eight hours of structured academic activity.

Events and Workshops
Attend a professional development conference, workshop or economic outlook presentation. Or challenge your communication skills with the Threw Movie Threw competition.

Graduate Student Internship Program
Secure a paid internship designed for graduate students. Made possible by a Government of Alberta grant.

Graduate Student Career Mentoring Program
Find academic and non-academic mentors to provide you with advice, support and strategies for your future.

Graduate Teaching and Learning Program
Deepen your understanding of how people learn and hone your teaching skills while getting an edge in the academic milieu and preparing for non-academic academic careers.

Community Volunteers Program
Develop a creative approach to your research presentations and build your confidence by connecting to the community to advocate and improve.

Parent Link

Online Resources
Access multiple resources and tools including UG GradSkills.ca (online module for professional development and ethics credit)
Professional Development is the active acquisition of skills, knowledge, and mindset to fully realize one's strengths and potential in all environments. It equips individuals for success in achieving their goals while giving them the ability to adapt, expand, and adapt to personal, career, and societal responsibilities within the context of a changing world.

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Academic Integrity and Ethics Training Requirement
Complete your academic integrity and ethics training within eight hours of structured academic activity.

Events and Workshops
Attend a professional development conference, workshop or economic outlook presentation. Or challenge your communication skills with the Three Minute Thesis competition.

Graduate Student Internship Program
Secure an internship designed for graduate students. Made possible by a government grant.

Graduate Student Career Mentoring Program
Find academic and non-academic mentors to provide you with advice, support and strategies for your future.

Graduate Teaching and Learning Program
Deepen your understanding of how people learn and hone your teaching skills while getting an edge in the academic mentorship and preparing for non-academic leadership roles.

Community Visions Program
Develop a creative approach to your research presentations and build your confidence by connecting to the community to educate and inspire.

Find out more about professional development and other resources.
Butterflies in Formation: Performance Under Pressure

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- Three (3) Exemplars

Subconscious Messaging
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Gordon’s Skill Development Ladder

The Art of Teaching

Unconsciously Talented

Consciously Skilled

Unconsciously Skilled

Unconsciously Unskilled

- Gordon’s (1974) Skill Development Ladder
Gordon’s Skill Development Ladder

Unconsciously Talented

Consciously Skilled

Unconsciously Unskilled

The Art of Teaching

Unconsciously Skilled

Gordon’s (1974) Skill Development Ladder
Think of the developmental steps you experience while acquiring a new skill.
**Yerkes–Dodson law**

From Wikipedia, the free encyclopedia

The Yerkes–Dodson law is an empirical relationship between arousal and performance, originally developed by psychologists Robert M. Yerkes and John Dillingham Dodson in 1908.[1] The law dictates that performance increases with physiological or mental arousal, but only up to a point. When levels of arousal become too high, performance decreases. The process is often illustrated graphically as a bell-shaped curve which increases and then decreases with higher levels of arousal.
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It's okay to be nervous. Don't let it consume me!!!
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Circa 1984

Craft

Science
- Logic
- Rules
- Formulas

Art
- Intuition
- Creativity
- Nuance

http://www.connerpartners.com/science-art-continuum
Circa: 1984

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MICHELANGELO

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http://www.connerpartners.com/science-art-continuum
Craft

Circa: 1984

Craft...

... patented a software program, LinkLine, to assist with web-based Equal Employment Opportunity investigations. Wikipedia

http://www.connerpartners.com/science-art-continuum
Craft

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Logic
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Have I begun to establish credibility with you?
Is their understanding and confidence increasing?

Have I begun to establish credibility with you?
Is your understanding and confidence increasing?
Is your understanding and confidence increasing?

Are you interested in exploring further?
Craft

Is your understanding and confidence increasing?

Is your understanding and confidence increasing?

Are you interested in exploring further?

Check for Understanding
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Three (3) Exemplars

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Myth 1: University teaching is poor
Myth 2: Good researchers make poor teachers and vice versa
Myth 3: Poor teaching is tolerated because only research counts
Myth 4: Student evaluations of teaching only encourage showmanship
Myth 5: Responding to student surveys will lead to a dumbing down of the curriculum
Rating your professor: five myths about university teaching quality

Myth 1: University teaching is poor
Myth 2: Good researchers make poor teachers and vice versa
Myth 3: Poor teaching is tolerated because only research counts

Myth 4: Student evaluations of teaching only encourage showmanship

Myth 5: Responding to student surveys will lead to a dumbing down of the curriculum
Myth 4: Student evaluations of teaching only encourage showmanship

There are many who will tell you student evaluations are little more than a *popularity contest*, and therefore it is the *charisma of the teacher and not the quality of the lesson* that is being scrutinised.

But our student feedback data shows strong student evaluations correlate well with other indicators of teaching excellence, such as peer evaluations and institutional or government teaching awards. Students are good arbiters of quality. Perhaps unsurprisingly students care about the same things administrators and academics value – clarity, organisation, timeliness in feedback and general professionalism in teaching.

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04/20/2018

AWESOME

GIVES GOOD FEEDBACK  AMAZING LECTURES  INSPIRATIONAL

Makes lecturing an art form. Impeccably dressed and rehearsed. Exceptional feedback and supporting materials. Mani is in a class of his own.

Textbook Used: No
Would Take Again: Yes

01/04/2018

AWESOME

INSPIRATIONAL  CARING  RESPECTED

I suck at ECE courses. I have poor note-taking habits. I attended every class and took notes every time. Mani is clear, concise, helpful, well-dressed, well-spoken, kind, confident, and a truly wonderful individual that everyone should strive to emulate. I've had many good professors at the University of Alberta, but none stand out as much as Mani.

Textbook Used: No
Would Take Again: Yes
Grade Received: B-

http://www.ratemyprofessors.com/ShowRatings.jsp?tid=791181
ECE302

For Credit: Yes
Attendance: Mandatory

GIVES GOOD FEEDBACK AMazing LECTURES INSPIRATIONAL

Makes lecturing an art form. Impeccably dressed and rehearsed. Exceptional feedback and supporting materials. Mani is in a class of his own.

OVERALL QUALITY 5.0
LEVEL OF DIFFICULTY 3.0

Would Take Again: Yes

01/04/2018
ECE302

For Credit: Yes
Attendance: Mandatory

Textbook Used: No

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LEVEL OF DIFFICULTY 3.0

Would Take Again: Yes
Grade Received: B-

http://www.ratemyprofessors.com/ShowRatings.jsp?tid=791181

1 person found this useful 0 people did not find this useful
Planned agenda, know the audience, curriculum content and the room

Lessons have beginning, middle, end

Build relationships w/ students
Ruth is an engaging, caring professional who knows how to balance creative freedom with the structure necessary for developing essential skills. She is invested in the success of her students. Her class should be a 6-credit instead of 3 so that the momentum carries. Count yourself fortunate if you get accepted into her class.

Ruth was absolutely amazing. She went above and beyond to help students improve their writing, set out clear expectations and was incredibly open-minded. You knew what was expected from you but also had a lot of agency to write on whatever you wanted within those expectations. Would definitely recommend any class by this prof! Also a nice marker!

http://www.ratemyprofessors.com/ShowRatings.jsp?tid=279686
### 01/23/2018

**WRITE295**

<table>
<thead>
<tr>
<th>Participation Matters</th>
<th>Inspirational</th>
<th>Accessible Outside Class</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AWESOME</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

For Credit: Yes  
Attendance: Mandatory  
Textbook Used: Yes  
Would Take Again: Yes  
Grade Received: A

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### 12/19/2017

**WRITE295**

<table>
<thead>
<tr>
<th>Amazing Lectures</th>
<th>Gives Good Feedback</th>
<th>Clear Grading Criteria</th>
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</thead>
<tbody>
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<td><strong>AWESOME</strong></td>
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<td></td>
</tr>
</tbody>
</table>

For Credit: Yes  
Attendance: Mandatory  
Textbook Used: Yes  
Would Take Again: Yes  
Grade Received: A-

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Invest to get everyone involved and successful!

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Share learning responsibility

http://www.ratemyprofessors.com/ShowRatings.jsp?tid=279686
<table>
<thead>
<tr>
<th>Date</th>
<th>Course</th>
<th>Rating</th>
<th>Quality</th>
<th>Difficulty</th>
<th>Description</th>
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<tbody>
<tr>
<td>03/28/2017</td>
<td>GERM111</td>
<td>AWESOME</td>
<td>5.0</td>
<td>3.0</td>
<td>Amazing. She is really caring about her students and probably the most</td>
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<td>down to earth prof I've ever met. She's funny too and makes class really</td>
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<td></td>
<td>enjoyable. I'm not a morning person in the slightest, but if Ute was</td>
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<td>teaching an 8 am class, I'd be in that class. That's how much I love this</td>
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<td></td>
<td></td>
<td>prof. She's great.</td>
</tr>
<tr>
<td>05/20/2016</td>
<td>GERM342</td>
<td>AWESOME</td>
<td>5.0</td>
<td>4.0</td>
<td>God bless Ute. This class was everything I hate about German (grammar!) and</td>
</tr>
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<td></td>
<td></td>
<td>I still had a great time. She's extremely helpful, funny, and kind. Just -</td>
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<td>take a class with her and believe me your semester will be better for it.</td>
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<tr>
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<td></td>
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<td></td>
<td></td>
<td>What a great lady. Best prof at the U of A.</td>
</tr>
</tbody>
</table>
03/28/2017
GERM111

For Credit: Yes
Attendance: Mandatory
Textbook Used: Yes
Would Take Again: Yes
Grade Received: N/A

AWESOME

5.0
OVERALL QUALITY

3.0
LEVEL OF DIFFICULTY

CARING

Amazing. She is really caring about her students and probably the most down to earth prof I've ever met. She's funny too and makes class really enjoyable. I'm not a morning person in the slightest, but if Ute was teaching an 8 am class, I'd be in that class. That's how much I love this prof. She's great.

05/20/2016
GERM342

For Credit: Yes
Attendance: Mandatory
Textbook Used: No
Would Take Again: N/A
Grade Received: B-

AWESOME

5.0
OVERALL QUALITY

4.0
LEVEL OF DIFFICULTY

GIVES GOOD FEEDBACK
RESPECTED
CARING

God bless Ute. This class was everything I hate about German (grammar!) and I still had a great time. She's extremely helpful, funny, and kind. Just - take a class with her and believe me your semester will be better for it. What a great lady. Best prof at the U of A.
Invest in people while learning - relationship building

Invest time to address emergent questions

Amazing. She is really caring about her students and probably the most down to earth prof I've ever met. She's funny too and makes class really enjoyable. I'm not a morning person in the slightest, but if Ute was teaching an 8 am class, I'd be in that class. That's how much I love this prof. She's great.

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Many of us are guilty of starting a conversation and putting a thought or question out there.

Instead of giving the other individual time to formulate a response, we immediately rephrase the question or remark and answer it ourselves.

In other words, we don’t give ourselves a chance to listen since we never stop talking.

The Art of Active Listening

Published on May 14, 2018

Glenna Fulks
Chief Connecting Officer & Curator of Memorable Experiences
8 articles

https://www.linkedin.com/pulse/art-active-listening-glenna-fulks/
Secret #5

The Communication Effectiveness Continuum

Performance  Presentation  Conversation

-0_________________5_________________10+

“At”             “To”             “With”
Secret #5

The Communication Effectiveness Continuum

- Performance
- Presentation
- Conversation

At  
To  
With

-0- 5- 10+
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Three (3) Exemplars

Subconscious Messaging
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Remember when I said, 'I'm really nervous about presenting to such a large, highly educated audience'?
Remember when I said, 'I'm really nervous about presenting to such a large, highly educated audience'? Did you believe me?
Cognitive Dissonance
Body Posture

Impact of Communication

- Visual: 38%
- Audio: 55%
- Text: 7%

Source: UCLA study on how audience learns during a presentation

Dr. Albert Mehrabian's 7-38-55% Rule

Elements of Personal Communication

- 7% spoken words
- 38% voice, tone
- 55% body language

VERBAL 35%
- Facial Expressions
- Tone of Voice
- Movement
- Appearance
- Eye Contact
- Gestures
- Posture

NONVERBAL 65%
1. EMBLEMS

Emblems are the only true ‘body language’, in that these movements have a set of precise meanings, which are understood by all members of a culture or subculture. The term ‘emblem’ I borrowed from Efron (1968), the pioneer in studying cultural differences in body movements. Emblems are socially learned and thus, like language, culturally variable. A message may have an emblem in one culture, and no emblem in another cultural setting. Or the same movement pattern may have quite different meanings in different cultural settings.


https://link.springer.com/chapter/10.1007/978-1-4020-2783-3_3
Body Language

- Posture
- Head motion
- Facial Expression
- Eye Contact
- Gestures

Features of Body Language
If you’re participating in healthy conversation (and not experiencing the above emotions), “eye contact” is effectively defined as looking **semi-randomly in an area whose borders surround the eyes by about two centimeters**. This would be between 30 and 70 percent of the time.

http://www.thelanguagelab.ca/posts/nonverbal-communication-the-importance-of-eye-contact/
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The first thing to do, after taking the lectern, and before beginning your talk, is to find a friendly face and make eye contact. This is one reason for arriving early at the place of your talk to and to ‘Meet & Greet’ audience members. Introduce yourself and ask them questions.

Making eye contact with people you meet beforehand who express friendliness, and an eagerness to hear you speak, will get your talk off to a jumpstart.

Look at that person directly in the eye and start speaking. Then, after a few moments, move on to another welcoming face.

By using good eye contact you are able to connect with the audience, and connecting is a major goal of public speaking.

https://nosweatpublicspeaking.com/non-verbal-communication-1-eye-contact/
Eyes

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Scanning
When you don't know what to do, drop your hands to your sides for a moment.

https://youtu.be/QqhkdHICHLk?t=4s
Voice Inflection

- We must learn to live together as brothers or perish together as fools.
  - Martin Luther King Jr.
  - 1929 - 1968

- It always seems impossible until it's done.
  - Mahatma Gandhi

- If you're going through hell, keep going.
  - Winston Churchill
  - 1874 - 1965
3MT '17 - Farhia Haque

https://tinyurl.com/y8x5j7k6
How can we tell Ross is so not "fine" even when he claims he is?

https://youtu.be/OvEci5Bjgd4?t=1m48s

The Importance of Nonverbal Cues as told by "Friends"
The 7 secrets of the greatest speakers in history | Richard Greene | TEDxOrangeCoast

https://www.youtube.com/watch?v=i0a61wFaF8A
The Myth of Average: Todd Rose at TEDxSonomaCounty
Presentation Tips

- Speak slowly and clearly and loudly
- Use easy language
- Smile
- Don’t worry be happy
- Be calm, confident and positive
- Stand still
- Move your hands naturally
- Try not to giggle
- Hold your notes in your hand(s) or put them on the table
- Keep eye contact
- Don’t worry about mistakes - just carry on
- Look up - don’t put your head in your paper
- Use visuals: pictures, photos, graphs, objects
- Maybe use PowerPoint?

Emblems: Second layer of communication -
Total communication
Simultaneous communication
Practice makes perfect.
Practice makes perfect

Good practice makes perfect
Practice makes perfect.

Good practice makes perfect.

Improvement permanent.
Great Practice makes perfect. Permanent Improvement.
GREAT

Practice makes perfect. INPMROVEMENT