

To collect data at the beginning - <https://tinyurl.com/UHCfPbegin>

To collect data at the end - <https://tinyurl.com/UHCfPfinish>



Designing and Assessing Authentic Assessment for Teams: Our Compassionate Brains on the Case

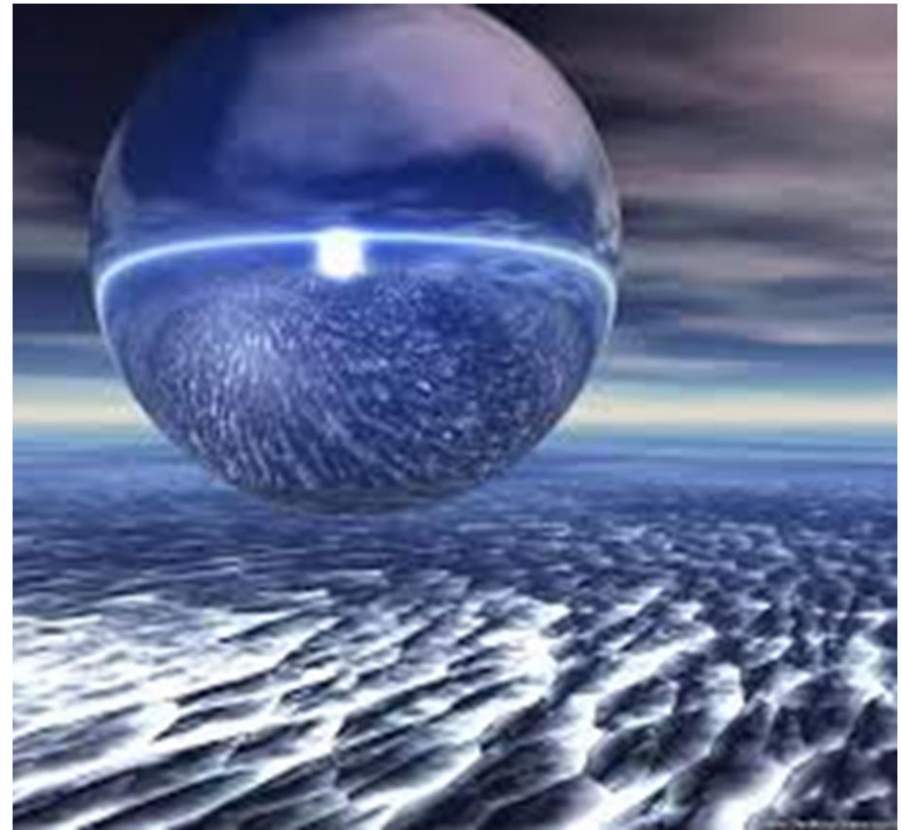
<https://compassioninhe.wordpress.com>

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What IS compassion?

**It is a
(*psychobiological*)
motivation
to:**



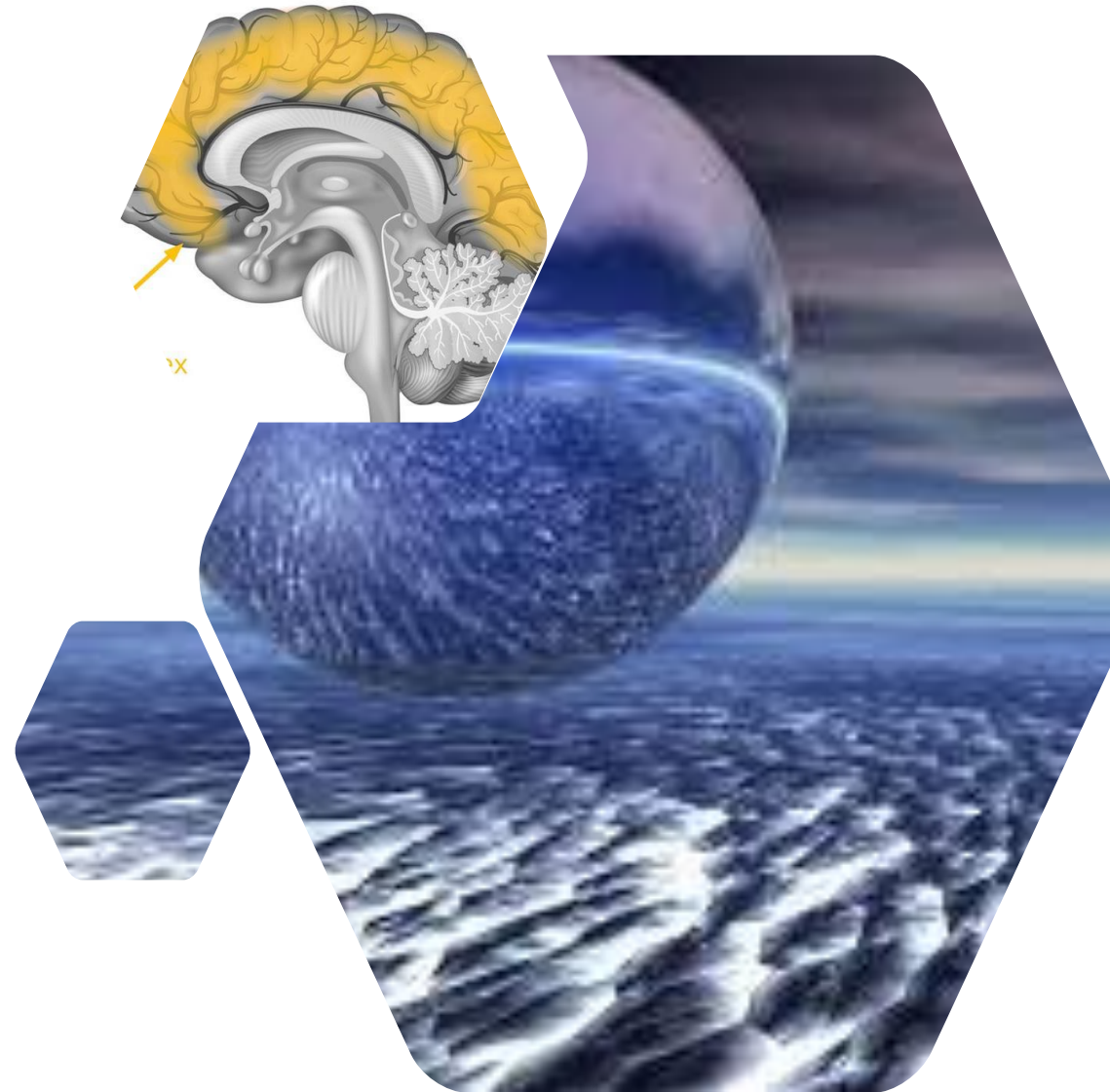
Notice, (not normalise), distress or
disadvantaging of oneself and/or others

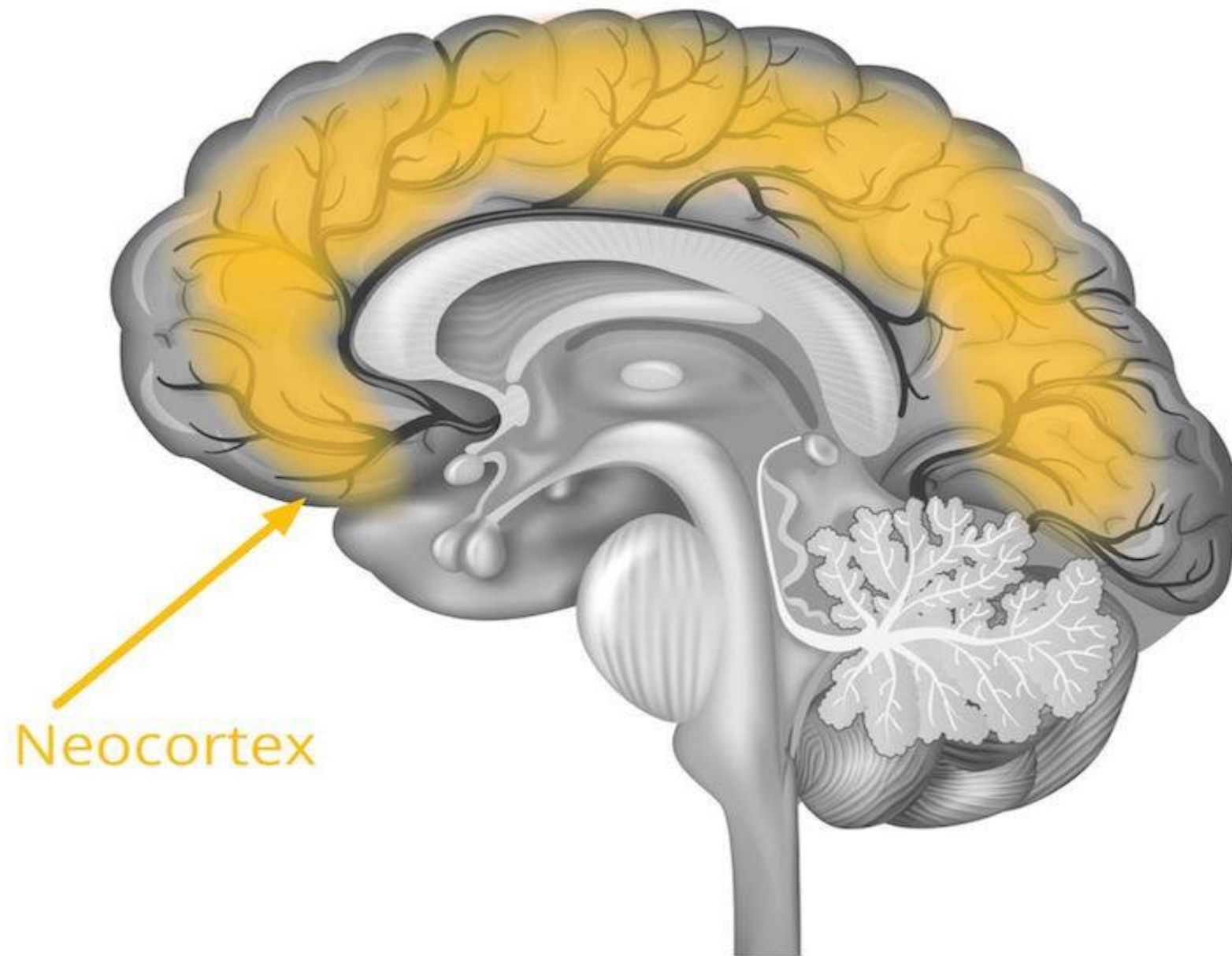
AND

do something (wise) to reduce or prevent
that.

- ✓ The human brain is evolving; it is developing stunning new abilities for smart compassion. What could possibly go wrong?
- ✓ An outdated programme in the brain is 'stuck'; the threat system is still trying to be the **Brain's Central Command Centre**.
- ✓ The TOP 2 most common negative (*threat system*) behaviours in team/groups - and why these behaviours are no-one's fault.
- ✓ What to do about them.

(The Compassionate Mind Foundation).

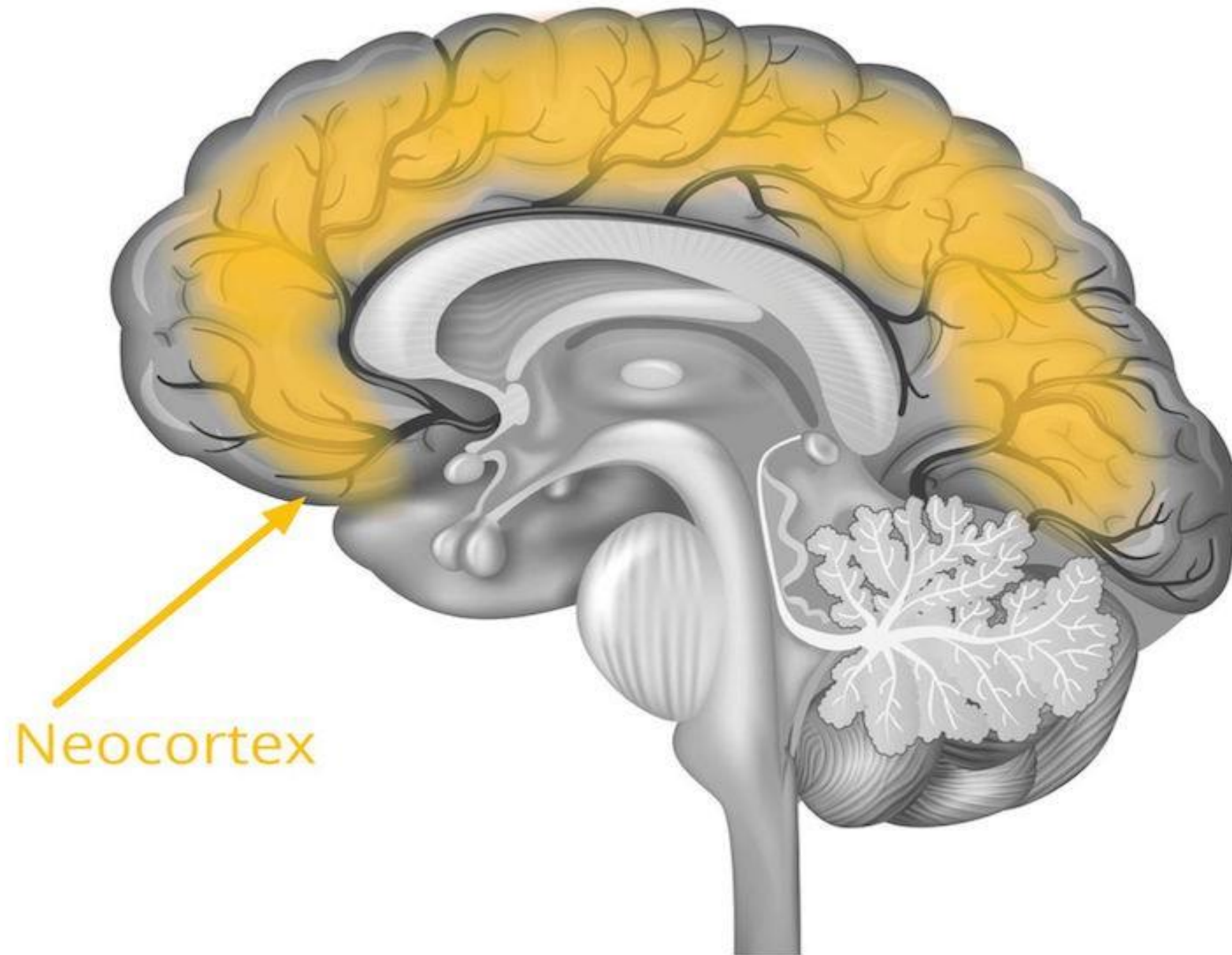




Malik, M. (2018) Machine Learning of Human brain. *Towards Data Science*.
<https://towardsdatascience.com/machine-learning-of-human-brain-739ab0419612>



Drake, N. (2016)
'Stone age mother
found cradling a
child in shared
grave'. ***National
Geographic.***
National Geographic
Society.



Malik, M. (2018) Machine Learning of Human brain. *Towards Data Science*.
<https://towardsdatascience.com/machine-learning-of-human-brain-739ab0419612>



ubuntu

In certain regions of South Africa, when someone does something wrong, he is taken to the center of the village and surrounded by his tribe for two days while they speak of all the good he has done. They believe each person is good, yet sometimes we make mistakes, which is really a cry for help. They unite in this ritual to encourage the person to reconnect with his true nature. The belief is that unity and affirmation have more power to change behavior than shame and punishment. This is known as Ubuntu - humanity towards others.



GUAN SHI YIN

GODDESS OF COMPASSION

Helping as many as she can, in many places at once.

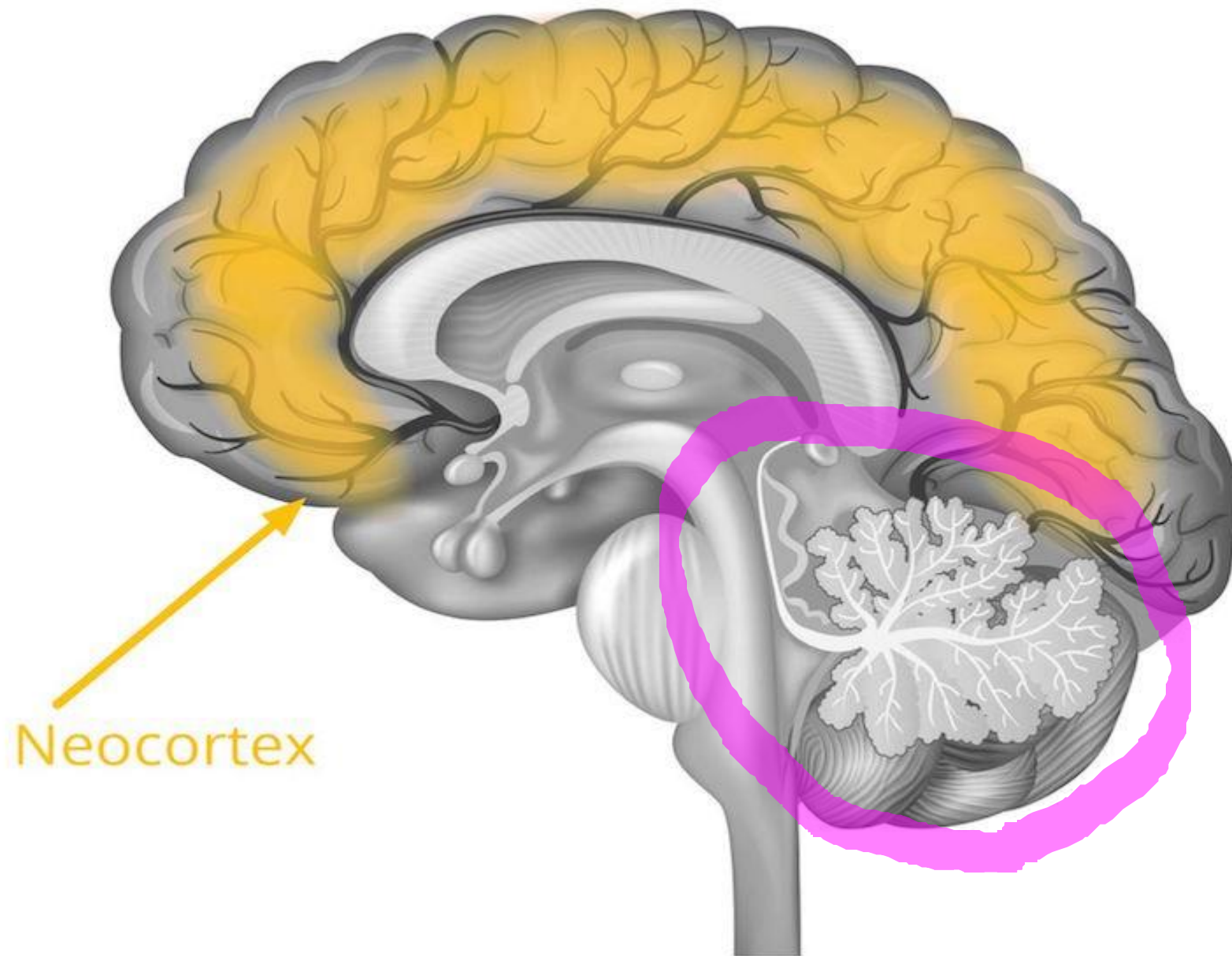




Firefighters Jackie-Michelle Martinez of Engine Company 275 & Ronald Shen of Ladder Company 152 **JoinFDNY**. Available at: <https://www.joinfdny.com/fdny-firefighter-get-hired/>



Brucie, C. Medical student creates first disposable hijab. Hospital now offers them to Muslim staff. Nurse.org. Available at: <https://nurse.org/articles/hospital-to-use-disposable-hijabs-for-muslim-staff/>



Malik, M. (2018) Machine Learning of Human brain. *Towards Data Science*.
<https://towardsdatascience.com/machine-learning-of-human-brain-739ab0419612>

Group work in the
workplace/classroom
and online...

The two **most problematic**
(and common)
student-reported behaviours
in group/team work.

Non contributors
Monopolisers

- 1. Language use for international/colleagues**
- 2. Silences: the group's just breathing and thinking...**
- 3. Not normalising seeing others talked over.**
- 4. Disrupting cliques and dominating pairs.**
- 5. Bringing others into the discussion: Tone and name.**
- 6. Letting people stay out of the discussion – when they need to**
- 7. Thanking each other. The power of gratitude for bonding team**
- 8. Checking your own, as well as others' body language.**
- 9. Working with non-readers who haven't prepared for the work/
meeting.**

Two Key questions to begin the module.

1. What do I do in this seminar/group work to develop my fellow students' social and learning experiences that they most value in me?
2. What do my fellow students do in this seminar/group work to develop my social and learning experiences that I most value in them?

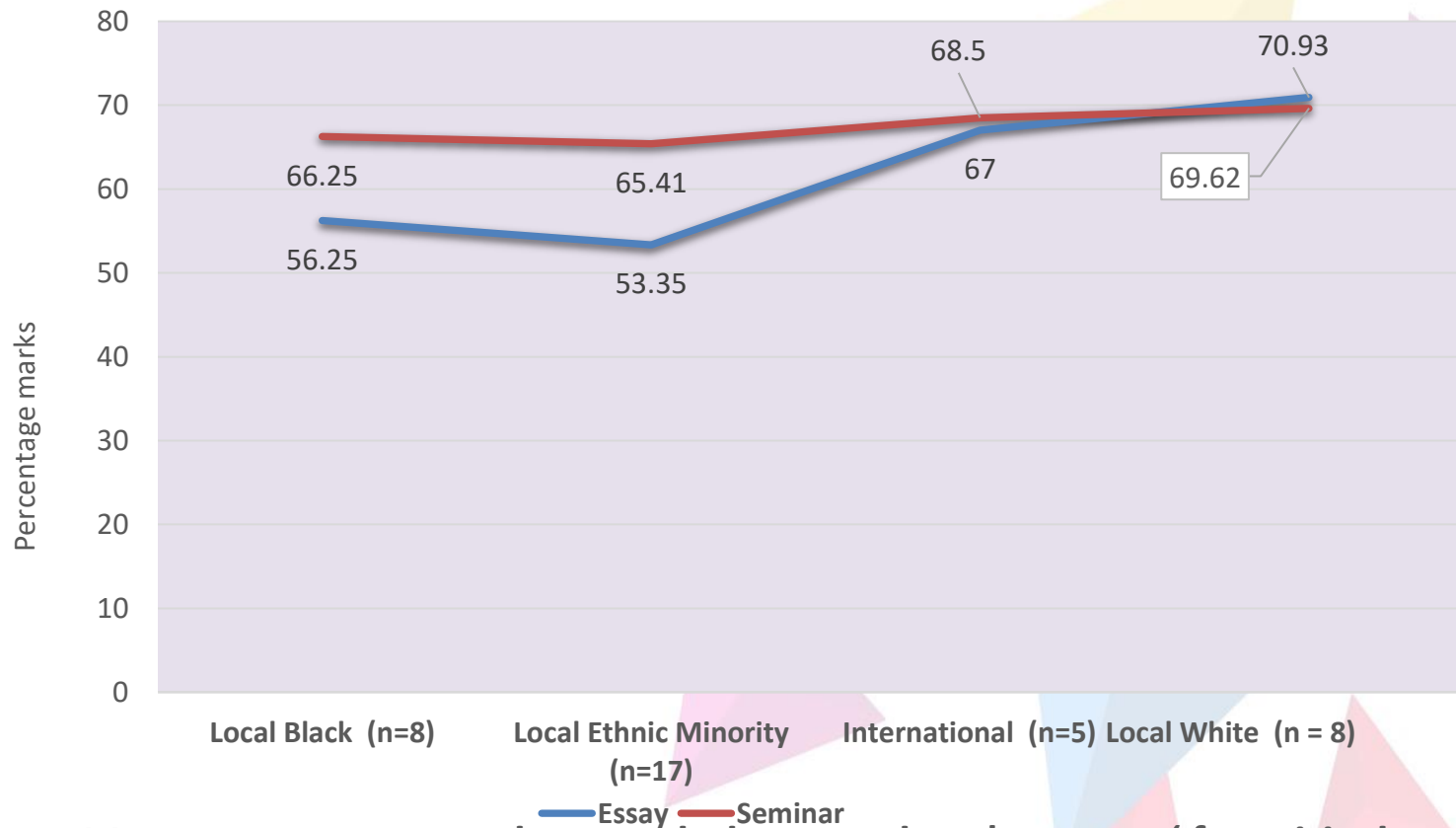
The first film in the link below shows how compassionate teams work offline.

The second shows how students worked (curated) on line when their professional discussion was being assessed.

[Films – Compassion in Education
films \(wordpress.com\)](#)

Academic Outcomes

The same sample of students (n=38) completed both assignments on a single UG Business module



Mean percentage marks awarded per student 'category' for critical thinking

S13: Andyou realise, "Well no, we're also responsible for making sure other people have things to say and want to talk."

S13 Masters, Literature.

“When I go into seminars, I find any other Muslim people there.... Most of the others, I’m probably not gonna talk to them to be honest.

So I was thinking, ‘Oh my God. What if no-one talks to me?’ But as soon as I got into a group, I was fine, I was fine... We just got into the discussion and ...it flowed really well.”

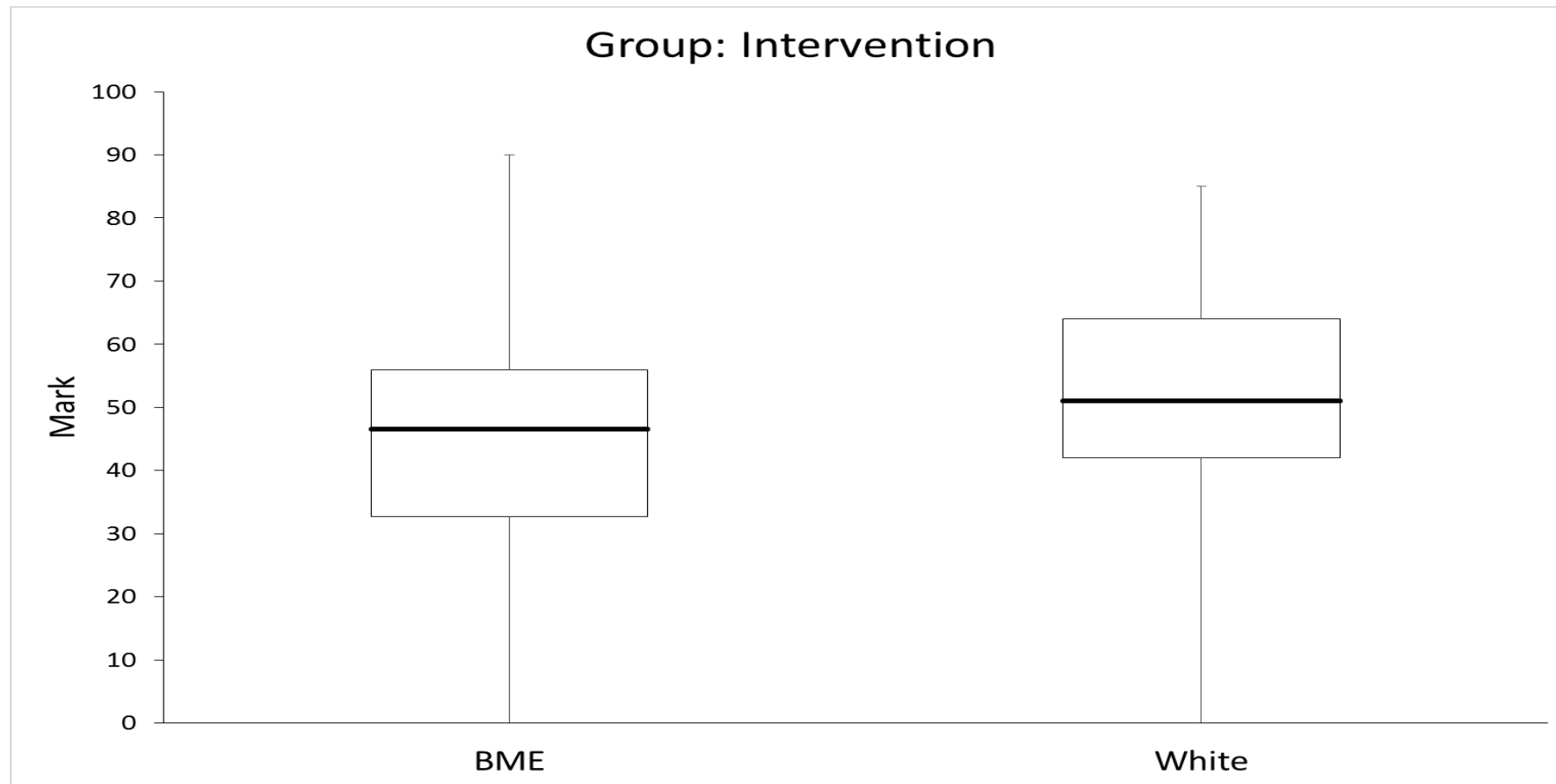
(S28 HBS)

- *“I felt not as one person, but I felt as a person within an entity and the entity was my group... .. like we’re all focused on it [the task].” (S29)*

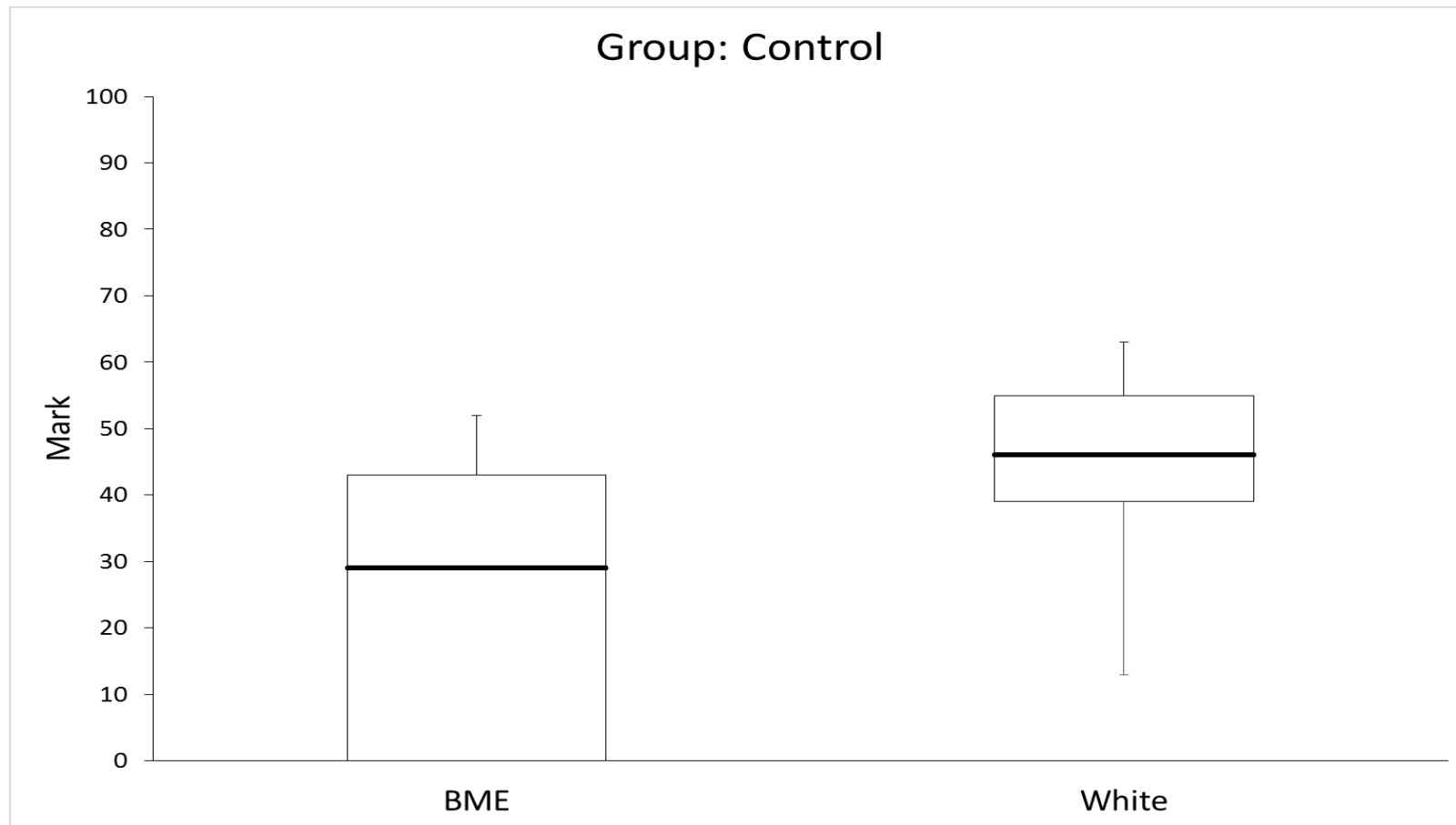
- *“We were sort of analysing ...I know I was. I was like watching each other. What’s the body language like?”
(S24)*

Academic Results: After Compassionate micro skills taught for group work (228 computer science students)

With thanks to Dr Martina Doolan, NTF



Computer science undergraduate module (27students)



- ***“I was worried being the oldest person and the only non-native English person...having ten years of working experience with people from different cultures and backgrounds, I never found it as smooth as this time. Outside of university, we’re still hanging out together.”***

(S110 Comp. Sci)

More feedback to you from UH students

- *“...on their piece of work, I would listen to how they achieved this... how valued their input is. I also made sure I was showing gratitude.” (S185)*
- *“....during discussions I always made sure to leave spaces for other people.” (S100)*

‘The feedback from this session was absolutely phenomenal. I had about 30 emails from students saying how much it had affected them; how much they were more compassionate to each other.’

Debbie Sharp, Midwifery, University of Hertfordshire

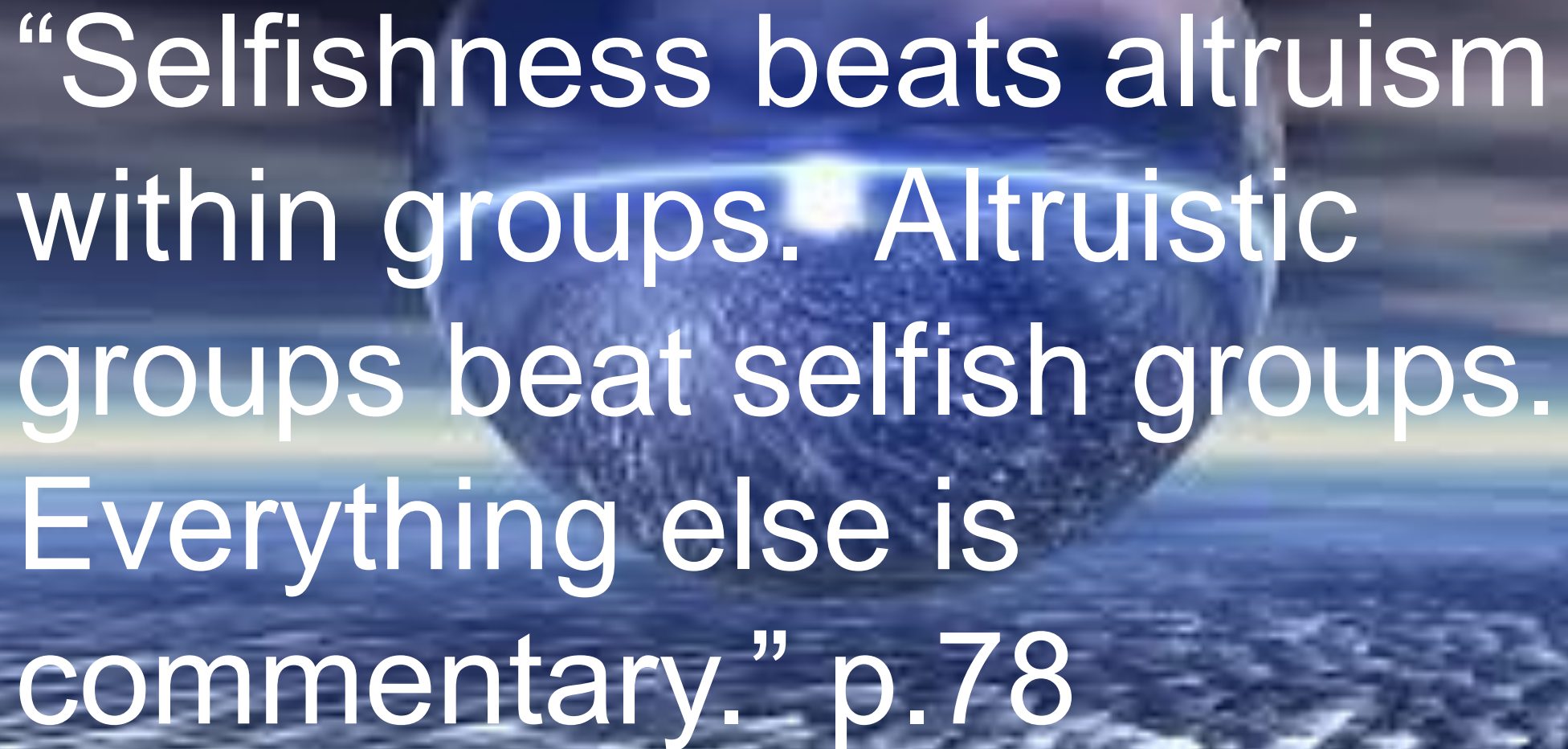
‘I showed my Business PG students the compassionate micro skills to use in their group work.

They were so grateful I could have cried.’

Norton-Bertram-Smith, University of Aberdeen



Duhigg, C. (2016). What Google learned from its quest to build the perfect team. *The **New York Times Magazine***. Available at: <http://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team>



“Selfishness beats altruism within groups. Altruistic groups beat selfish groups. Everything else is commentary.” p.78

Williams, S.D. (2019) **This View of life: Completing the Darwinian Revolution.** Penguin: New York



Muir, W.M., Wade, J., Bijma P. and Ester, E.D. (2010) Group selection and social evolution in domesticated chickens. *Evolutionary Applications*. 3. pp 453-465





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‘I’m convinced that it’s compassion ...I’m closer to this group of students than to any group I’ve taught in years. Many of my students are saying it’s the most exciting learning experience they’ve had at university. They didn’t know, they said, that learning could be like this...This is life-changing work.’

Prof Karen Edwards, **University of Exeter**

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