



## Year 1 Template for AR Narrative

### Phase Needs with the Little Things

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#### **Background Leading to My Inquiry (Slide 2)**

- Knowing my PCM Base and Phase needs, my action research project is focused on capturing and taking notice of the little things that demonstrate a contribution to what is most important and to being productive and efficient. The desired outcome is to fulfill my motivation needs internally to prevent distress symptoms rather than needing external recognition of principled and productive work.

#### **The Purpose of My Inquiry (Slide 3)**

Therefore, the purpose of my action inquiry was to find ways to self-fulfill motivational needs.

#### **My Wondering (Slide 4)**

With this purpose, we wondering was whether or not journaling and weekly reflection would satisfy motivational needs and prevent displaying stress coping symptoms.

#### **My Actions (Slide 5)**

My actions will be...

- Capture the little things.
- Celebrate small wins.
- Reflect daily.
- End on a positive.
- Check-in weekly

#### **Data Collection (Slide 6 & 7)**

To gather data, I will ask myself the following four questions:

1. Have I made a positive difference?
2. Have I advanced my values?
3. Have I acted with integrity?
4. Have I earned respect without instilling fear?

Each week I will complete a job fulfillment survey rating my confidence, comfort, self-worth, productivity, support, value, and recognition.

### **My Data (Slides 8-15)**

When reflecting on my qualitative data from journaling, five themes stood out; values, productivity, positive difference, integrity, and relationships. Values stemmed from positive feedback on impact and affirmation of principled work. Productivity entries were focused on timely agendas with actions. Entries noting support for students, staff, and/or the community were focused on making a positive difference. Consistency and holding tight to expectations leaned into value of integrity. Focused work and sticking to core values helped with establishing relationships and earning respect. Weekly job fulfillment data showed support for building/maintaining confidence, productivity, support, value, and recognition. Comfort and self-worth were lower areas, but still showed support for job fulfillment.

### **My Discoveries (Slide 16)**

- Learning Statement One: Respect is earned from focused and principled work. Yielding respect tied to core values and integrity were instrumental to fulfilling motivational needs.
- Learning Statement Two: Productive agendas with actionable follow through, consistency, and buy-in were instrumental in fulfilling motivational needs.
- Learning Statement Three: Reflecting daily on small things that recognized productive and/or principled work were instrumental in job satisfaction and growth mindset.

### **Where I Am Heading Next (Slide 17)**

In reflection, three practices stood out to continue; time to reflect, provide to others, and stick to principles. I plan to continue daily reflection of something positive from the day, recognize others for productive and principled work, and know my why and stick to my core values.

### **Bibliography (Slide 18)**

Regler, N. (2020). Seeing People Through: Unleash Your Leadership Potential with the Process Communication Model. United States: Berrett-Koehler Publishers.

Kahler Communications, Inc. (2022). PCM Personalized Profile Report

## Books

- Author, A. A. (Year of publication). *Title of work: Capital letter also for subtitle.* Location: Publisher.

## Single Author Article

- Author, A. A. (Year of publication). Title of article. *Name of journal, volume (number),* page numbers.

## Multiple Authors Article

- Author, A. A. & Author B.B. (Year of publication). Title of article. *Name of journal, volume (number),* page numbers.

## Websites

- Author, A. A., & Author, B. B. (Date of publication). Title of document. Retrieved from <http://Web address>

## **Citing Your Presentation and Publication**

Congratulations on completing the Year 1 Action Inquiry process! You can list your project as both a professional presentation and a professional publication on your resume. Here are examples of the correct ways to cite:

### Presentation

Andrews, K. (2022). Providing effective feedback. Presented at the annual Indiana Principal Leadership Institute Action Research Showcase, Indianapolis, IN.

### Publication

Andrews, K. (2022). Providing effective feedback. Retrieved from <https://Web address>