

## Becoming an Insight Generator: Produce Insights Others Can't



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### Why

Assessment, self-assessment, and reflection all have producing insights as part of their process. It has constantly been said by faculty and students alike, how do you produce “good” insights. At the heart of personal learning, is the production of meaningful insights that create the opportunity for growth and self-growth.

### Learning Objectives

1. Determine what makes a valuable insight for self and others
2. Develop a strong process for creating these valuable insights
3. Help others learn how to produce these valuable insights

### Performance Criteria

Create insights about Learner Leaders who are trying to strengthen a performance-based learning program

- Significant
- Actionable
- Impactful

### Information

#### Methodology for Generating Powerful Insights

Labels	Description	Example 1: Learning Leader Storytelling
Observation	Insights start with identifying something that is interesting	Stories are prevalent; leaders have used successfully in the past
Importance	Need to explore the possible opportunities of why this observation could have significant value and impact	There will always exist a powerful story that can relate to a specific issue of learning within a performance that connects with the learner

Implications	Within the thinking, you will want to seek out the “So What” of that thinking – what is the value and what is its potential impact	Transformation comes when a homerun is hit with the story; the story penetrates the learner’s armor that is supporting the resistance to learning
Significance	Clarify the level of broad-based meaning that this insight can have on the future	In a tool belt, having proficiency in using stories effectively and efficiently allows a leader to produce the desired transformation when this tool is the appropriate tool to be used
Solidify	Step back to rethink and capture the full meaning, essence, and significance of this insight	Stories are used by leaders as the means to penetrate barriers, reservations, blind spots, emotional walls, and other personal protection devices to make something happen that is currently suspended or stuck.
Expand its impact	With this insight now articulated, it is important to rework it to expand depth and breadth so that the value, impact, and significance are increased	Learning to tell the right story at the right time to the right group to unfreeze current conditions to allow transformational change to occur is a critical capability of a Learning leader if performance is going to significantly improve.
Rephrase	The focus now is on the communication of the insight so that others can grasp the meaning, significance, and the power of its use	We can coach Learning Leaders how to identify what is the right story, the right time, and the right group necessary to unfreeze a situation so that the desired improvement in performance can be realized

### Example Two - Learner Leaders setting high expectations

- Step 1: When performance expectations are raised, individuals raise performance to meet the challenge (expectations).
- Step 2: The expectation the Learner Leader sets for a community of learners will become the implicit limit to the level of performance in learning that community will achieve.
- Step 3: The level of learning and growth for the learning time invested is in the control of the Learner Leader by the expectations they set.
- Step 4: The upgrading of the quality of learning and growth that can be achieved has important leverage point and that is the Learning Leader – change them then you change all the people they lead.
- Step 5: When the Learner Leader believes that the learners will raise performance to the level they set, then they will raise those expectations.
- Step 6: Professional Development of Learner Leaders must create significance events where these leaders experienced significant raised expectations that seem ridiculously high, but when achieved cognitively, socially, and affectively, they now have the compelling evidence for raising expectations significantly on future learners.
- Step 7: The Train the Trainer efforts must include performance-based learning for the leaders, along with integration of a sample from the community of learners into the same experience, where raised expectations of both groups lead to significantly higher learning and growth that is evident to everyone. This dual experience is essential in creating growth cultures that Process Educators expect.

## Plan

- 1) Origin of this workshop – George Dombi
- 2) Modeling of the Methodology for Generating Insights
- 3) The challenge – Use of this methodology twice to create two insights about mitigating self-growth impediments
- 4) Randomly assign 3 participants to each breakout room with the roles: Insight generator, recorder, and spokesperson
- 5) 15 minutes to get the first insight produced – step by step
- 6) 10 minutes to get the second insight produced – step by step
- 7) 10 minutes to answer the reflection questions
- 8) During this time, the spokesperson readies their presentation to other teams, to share their step-by-step process used to produce their two insights
- 9) During the presentations, the other teams' reflectors will provide each team presenter with 2 SIIs
- 10) Rotate team presenters through this exercise, including the sharing of assessment, every 5 minutes
- 11) Brainstorm - 10 Top insights collected on producing insights by the insight generators

## Reflection Questions

- 1) What is an observation that provides the fertile ground for an insight?
- 2) How do you pull out the importance and implications of the observation?
- 3) How do you position the thinking so that the essence and significance become apparent?
- 4) Why is the solidify step the hardest step in the methodology?
- 5) What are you trying to do with the expansion of the insight?
- 6) What is the real purpose behind the rephrase step – what would be the three criteria you would use to make sure that you have mined all your potential thinking in completing the rephrase step?

## Performance Challenge

1. For your team to come up with the insight about mitigating self-growth impediments where the other teams concede that your team is the “Great Insight Producers”.
2. During the feedback session, provide quality feedback that raises the other teams' abilities to create better insights.
3. Come up with 10 powerful insights about producing insights.