

MADE IN CZECHOSLOVAKIA

Education & Psychology

Improving Student Engagement

The Psychological Perspective

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Psychology does not mean **pathology** or mental disorder.

Today, psychology is a great source of knowledge about our mind, behaviour, emotions, spirituality and culture that cause that we **perform, communicate, relate, feel motivated** or **think**.

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MY AIMS TODAY:

1/ OPEN DISCUSSION ON STUDENT ENGAGEMENT –

PSYCHOLOGICAL PERSPECTIVE

2/ DESCRIBE CURRENT ISSUES FROM EDUCATION

PSYCHOLOGY PERSPECTIVE

3/ NEW DEMANDS ON OUR MBA PROGRAMS TODAY

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Daniel Tuma, psychologist

Forensic and clinical field: Personality profiling, aviation psychology
(top-managers, pilots, professions with possession of weapons)

Organizational field: Trainer for professionals on positions with higher
societal impact and influence, applied psychology in management

Institutional field: Founder of private business school, innovations of
teaching methods, development of curriculum reflecting societal
needs

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MY PROFESSION IS CHANGE. CHANGE IN PERSONALITY ON EMOTIONAL, COGNITIVE AND BEHAVIOURAL LEVEL

Clinical context: change is patient's emotional state

Educational context: develop/change student approach to tasks,
increase motivation, facilitate teachers innovative groups

Organizational context: change is increase of performance,
decrease of dysfunctional relationships at workplace)

ENGAGEMENT

**WHAT IS ENGAGEMENT FROM THE
PSYCHOLOGICAL PERSPECTIVE?**

ENGAGEMENT

- students' observable active behaviour – **outcome**

OUTCOME OF WHAT?

- everything that is behind behaviour: thinking and emotions and experience
- e.g.: quality and estate of our inner world (mind)
- and this is condition for **MOTIVATION**.

IF WE HAVE OUR WHY

HOT TOPICS

CURRENT PSYCHOLOGICAL HOT TOPICS IN EDUCATION WORLDWIDE – NEW DEVELOPMENTAL PHENOMENONS:

New generation lacks strong engagement in life, at school, at work.
When at work - high numbers of work-related stress issues among junior workers.

Alarming numbers of young people suffering from:
poor social skills and interest in teamwork (Covid consequence?)

HOT TOPICS

low self-esteem,
low self-confidence,
emotional disturbances (often on very psychiatric level),
dysfunctional relationships with peers or parents,
requiring more free time and strict work-life balance (personal
time),

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**CRUCIAL QUESTION:
HOW THE NEXT GENERATIONS OF
MANAGERS WILL LOOK LIKE AND
PERFORM?**

**next
generation
of managers**

NEXT GENERATION OF MANAGERS?

We can expect the following maladaptive behaviour of next generation of managers (so called “fragile generation”):

low resilience,

low coping skills with stress,

low engagement,

emphasising new concepts of gender and requiring special approach

high vulnerability

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WE MUST START AT SCHOOL!

**HOW CAN WE/TEACHERS PREPARE OUR STUDENTS FROM THE
PERSONALITY SIDE?**

HOW OUR TEACHERS/PROFESSORS CAN DO IT?

SHOULD WE RE-THINK THE ROLE OF A TEACHER?

ARE OLDER MANAGERS ABLE TO SUSTAIN RAPID CHANGE?

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ARE OUR TEACHERS EQUIPPED WITH EDUCATIONAL METHODS FOR

CONTEMPORARY SITUATION?

DO THEY NEED UP-SKILL TRAININGS?

HOW DO WE SUPPORT TEACHERS – THEY ARE IN THE FIRST LINE.

GROUP WORK

How do your teachers engage students psychologically?

What learning objects do your faculty use to increase students' motivation?

What teaching methods (didactics) do your teachers use to increase students' motivation?

How do you train teachers in creativity for variety of teaching methods?

**next
generation
of leaders**

**CURRENT EVIDENCE-BASED SITUATION
CALLS FOR ACTION IN MBA EDUCATION!**

OUR MISSION

TO PREPARE CURRENT MANAGERS FOR NEW
GENERATION

TO PREPARE PSYCHOLOGICALLY NEW GENERATION
FOR REAL LIFE IN BUSINESS



THANK YOU!!!!

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