Appendix C
Types of Change

Changes in Competence (changes in what students know and can do)

- understand the relationships between/among concepts, theories, etc.
- ability to locate and effectively use professional and scholarly literature (from Haché, Redekopp & Jarvis, 2000, Blueprint for Life/Work Designs*)
- critically consider popular “best practices”
- examine theoretical foundations
- understand the changing nature of ....
- ability to choreograph....
- write an essay or lab report or ....
- ability to lead a discussion
- ability to communicate clearly and effectively with colleagues
- ability to solve problems collaboratively
- ability to manage a project

Changes in Personal Attributes

1. Attitudes or dispositions
   - attitude toward subject
   - belief that change is possible
   - have an internal locus of control
   - commitment to social justice

2. Intrapersonal factors
   - confidence
   - motivation
   - self-esteem
   - commitment to a position on an issue

3. Independence
   - Self reliance and initiative
   - Independent use knowledge and information provided in course

Changes in Future Impacts (aspirations and behaviours in the future)

- Willingness.desire/intent to participate in related activities in the future
- Willingness.desire/intent to lead initiatives
- Willingness.desire/intent to mentor colleagues
- Pursuit of opportunities to ....
- Pursuit of societal impacts (e.g., change the world; achieve social justice goals)
- Relational impacts (e.g., improve or increase positive relationships with colleagues)
- Economic impacts (e.g., seek or locate funding for a project; improve personal financial standing)