Apparently Failure WAS an Option: Managing Responsibility for Poor Performance in Talking to Students

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Talking about failure is hard, and owning it is harder, but was it my fault? After a review of some relevant models for how we think about failure, we will cover recent research on how ambiguity of responsibility hurts people's (and therefore students') chances of improving in their next attempts. The more ambiguous the cause(s) of failure, the less likely one is to hold oneself responsible. Finally, we will discuss ways of encouraging students to take ownership of future improvement in the context of Appreciative Advising.