



Teacher Motivation


Annual Teachers' and Advisers' CPD week
14 - 18 June 2021

Dr Lorena S. Gadella Kamstra
PHD | FHEA
University of Essex



Motivation





What
demotivates
you?

Demotivating Factors

The Education System

Social Recognition

Lack of Flexibility and Autonomy

Students' behaviour and attitude

Crowded classes

Amount of Work

Unsupportive Relationships

Lack of materials and limited facilities

Low Wages

Lack of intellectual challenge

High expectations



Any solutions to
Demotivation?

Solutions to Demotivation

Decision-making power

Fair and objective evaluation

Reducing teaching workload and ratio

Administrative and Teaching support

Opportunities for development

Teacher-training programmes (ERA)

Observing colleagues

Work-life balance

Self-motivating strategies

Reflect and analyse

Cooperation and Communication

Empathising with students

Seek professional help

Focus on positive emotions

Avoid excessive negative emotions

Express gratitude

Think or write about happy memories

Revisit images of past learning experiences

Imagine your ideal teacher self in the future

Write narrative descriptions of the teacher you would like to become

Remember why you joined the profession

Recognise your gifts

Positive Psychology

Reflective Techniques

Reflective journals, diaries or portfolios

Communicate with other teachers


Share experiences

Classroom observations

Feedback from teachers, supervisors or students

Record your lessons

Action Research



What
motivates
you?

Motivating factors

Recognition

Relationships
with
Colleagues

Teacher-
Student
Relationships

Job security

Independence

Working
Environment

Successful
Activities

Guaranteed
Pay

Loving the
Subject

Intellectual
stimulation

Helping others

Meaningful
task

Final remarks

Self-care 

Motivated Teacher
=
Motivated Students



I pledge
to secure
my mask
first ♡



Thank you
very much

Any questions or comments?

Follow me on Twitter: **@LorenaSGK**

LinkedIn: <https://www.linkedin.com/in/lorena-salud-gadella-kamstra/>

Email me:

l.gadellakamstra@essex.ac.uk

lorenakamstra@gmail.com

Bibliography

Dörnyei, Z., & Kubanyiova M. (2014). *Motivating Learners, Motivating Teachers: building vision in the language classroom*. Cambridge: Cambridge University Press.

Gadella Kamstra, L. S. (2021a). Improving EFL Teachers' Professional Experiences and Motivation: An Ecological Approach. *Teaching English as a Second Language Electronic Journal (TESL-EJ)*, 25(1). <https://tesl-ej.org/pdf/ej97/a20.pdf>

Gadella Kamstra, L. S. (2021b). Enriching Teacher Motivation by Improving Teacher Education: Inclusive and Reflective Training. In Giannikas, C. N. (Eds.), *Teaching Practices and Equitable Learning in Children's Language Education* (pp. 130-150). IGI Global. <http://doi:10.4018/978-1-7998-6487-5.ch007>

Gadella Kamstra, L. S. (2021c). Responding to EFL teacher demotivation by engaging in reflection. *IATEFL ELT Research*, 36, 51-57.

Gadella Kamstra, L. S. (2020, December 16). *¿Está afectando la pandemia a la motivación de los profesores?* The Conversation Spain. <https://theconversation.com/esta-afectando-la-pandemia-a-la-motivacion-de-los-profesores-151004>

Gadella Kamstra, L. S. (2020, November 13). *Teacher motivation is vital – and COVID-19 may be hurting it*. The Conversation UK. <https://theconversation.com/teacher-motivation-is-vital-and-covid-19-may-be-hurting-it-149345>

Gadella Kamstra, L. S. (2020). *Analysis of EFL teachers' (de)motivation and awareness in Spain* [Doctoral dissertation, University of Essex]. University of Essex Research Repository. <https://ethos.bl.uk/OrderDetails.do?uin=uk.bl.ethos.802408>

Kubanyiova, M. (2016). Understanding Language Teachers' Sense-Making in Action Through the Prism of Future Self Guides. In G. Barkhuizen (Ed.), *Reflections on Language Teacher Identity Research* (pp. 100–106). New York: Routledge.

MacIntyre, P. D., Gregersen, T., & Mercer, S. (2019). Setting an Agenda for Positive Psychology in SLA: Theory, Practice, and Research. *The Modern Language Journal*, 103(1), 262–274.

Mercer, S. (2016). Seeing the world through your eyes: Empathy in language learning and teaching. In P.D., MacIntyre, T., Gregersen & S., Mercer (Eds.) *Positive Psychology in SLA* (pp. 91–111). Bristol: Multilingual Matters.