



# Challenge & Support The Difference in Success

## Professional Development Instructor Lifecycle Model

---

Donald L. Green, Ed.D., M.Ed, BCS  
Rider Choices, SMARTER, SMSA, IMRCA



# Setting Expectations

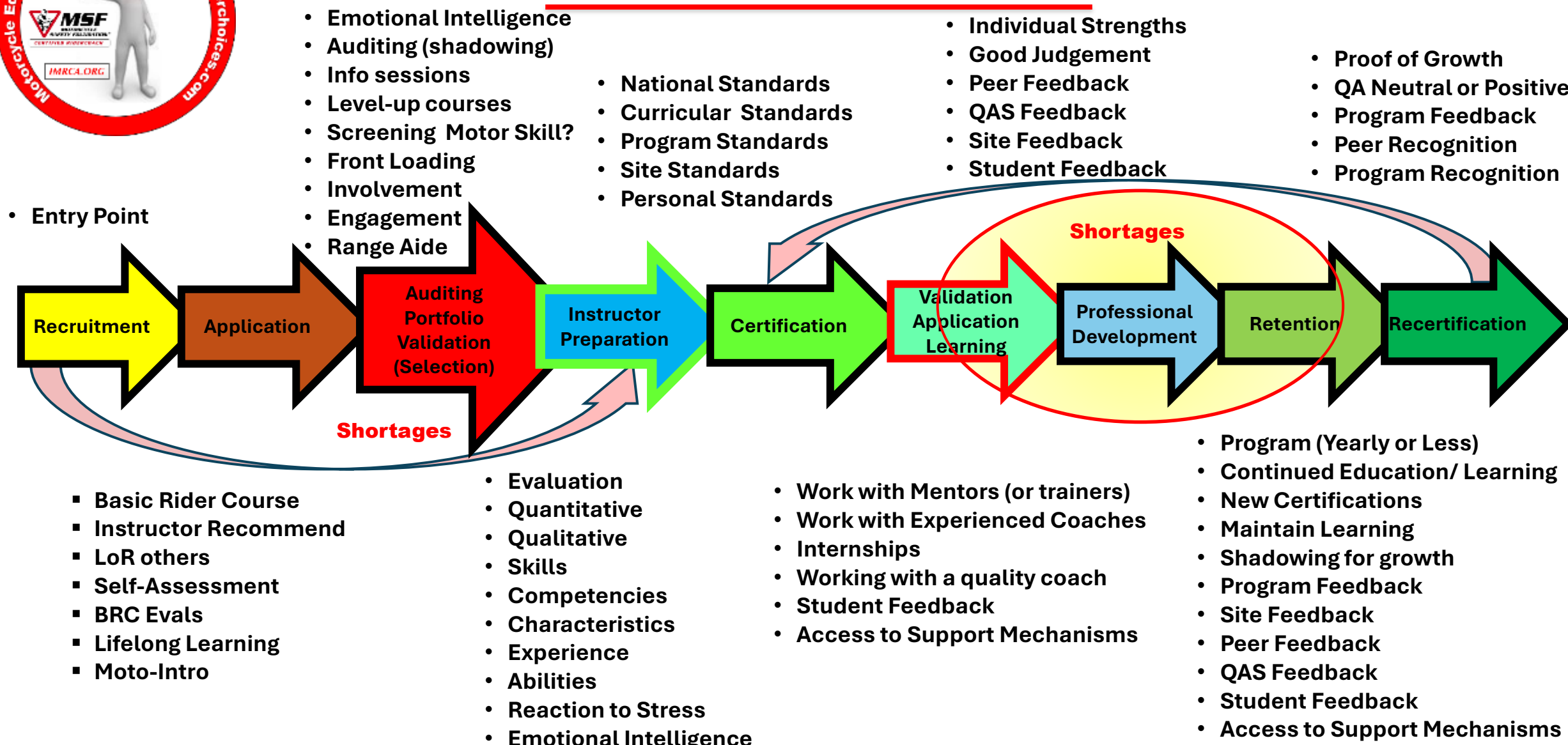
Inconsistency in professional development can lead to issues with fit/retention, as well as poor student outcomes.

This presentation will touch on the  
Challenge & Support Process and how it  
leads to Success

**Expectations**



# Instructor/RiderCoach Lifecycle

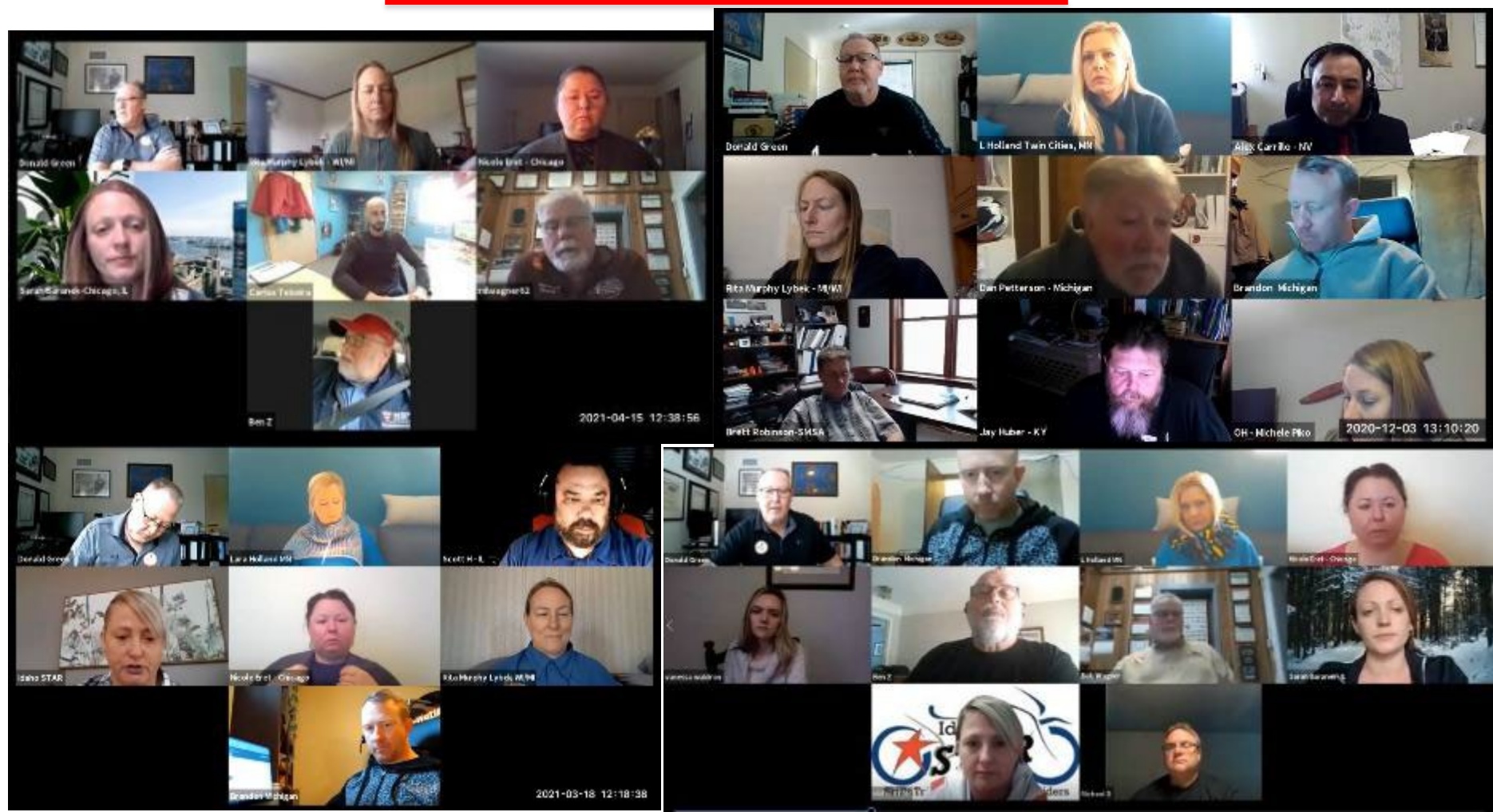


**\* process will vary jurisdictionally**





# Community of Practice





# Startup Challenge

By the Summit Closing Session

Convince

**ME (Don)**

Why to continue  
In Rider Education





# Who Do You Remember?

---

Everyone,  
**without speaking,**  
take a moment to think about who has  
inspired you in life and why?





# Next Step

---

In Small Groups,  
share who inspired you  
Including the “how.”

Be prepared to share with everyone.





# Share

---

Who wants to share their Story?

What is the takeaway?

Why is it important?





# Why?

---





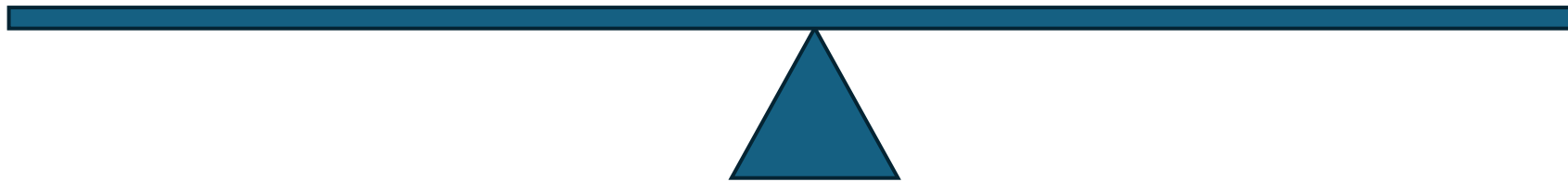
# Sanford's Challenge & Support

---

## Individuals Excel When:

They are supported in  
a way that is related to  
the situation

They are faced with  
challenges that meet  
their readiness



The two conditions are  
balanced.



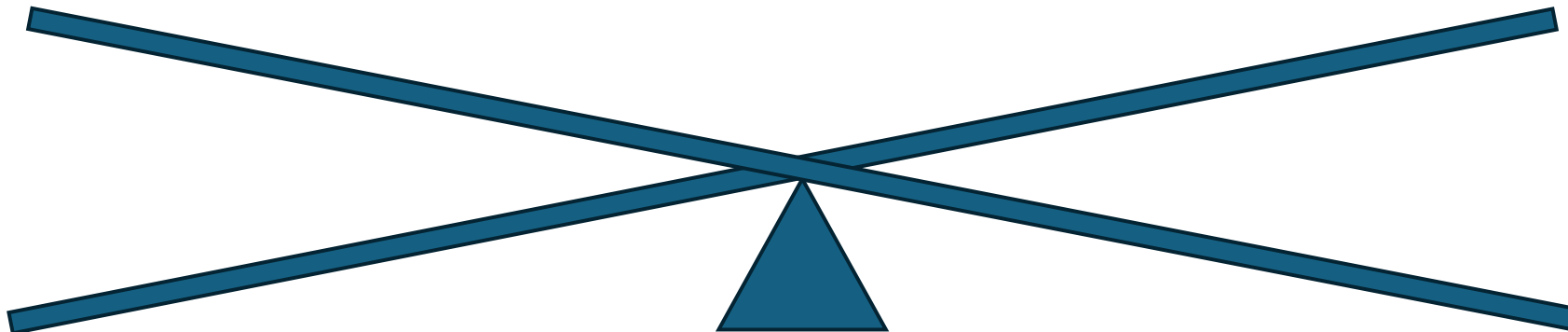
# Sanford's Challenge & Support

---

Readiness means that people can only grow when faced with a challenge they can approach and overcome.  
(both psychologically and physically)

Too much support, and the People will never really learn what they need to grow and develop.

Too much challenge, and the People will become frustrated and possibly quit trying.





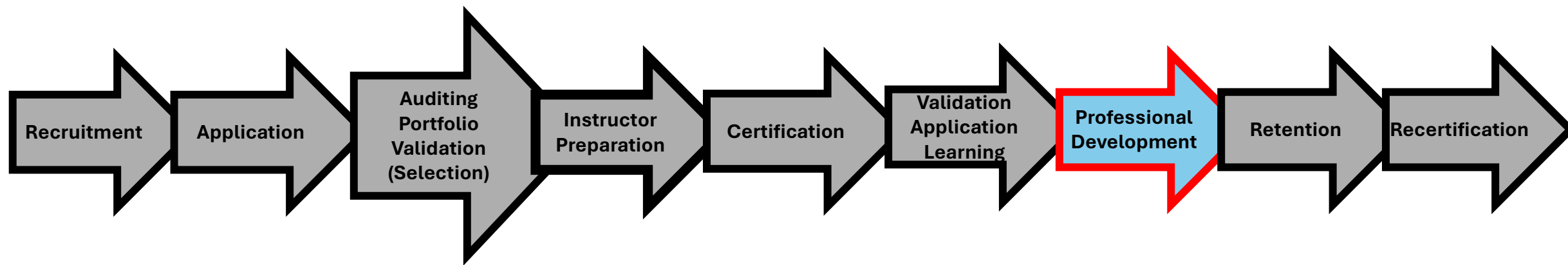


# Three Considerations

Most managers step in too early.

The Good ones wait.

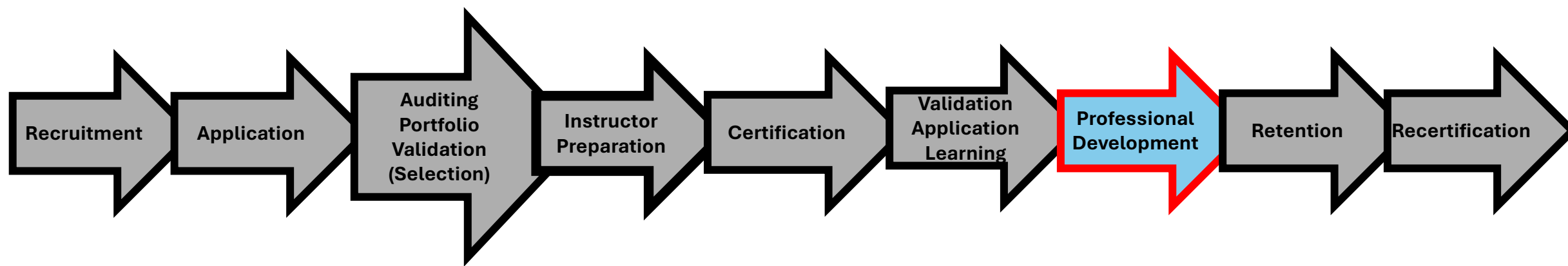
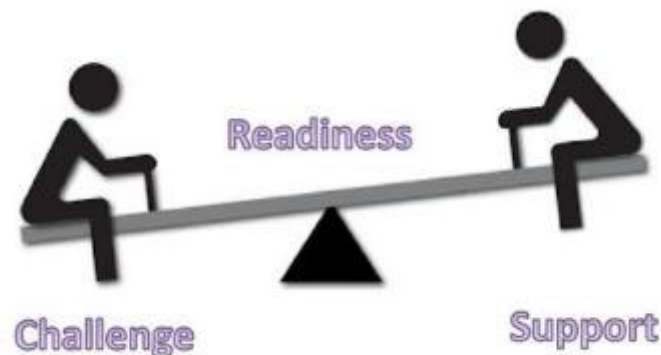
The Great ones know when not to.





# Sanford's Challenge & Support

How does this apply to Instructors/Coaches?

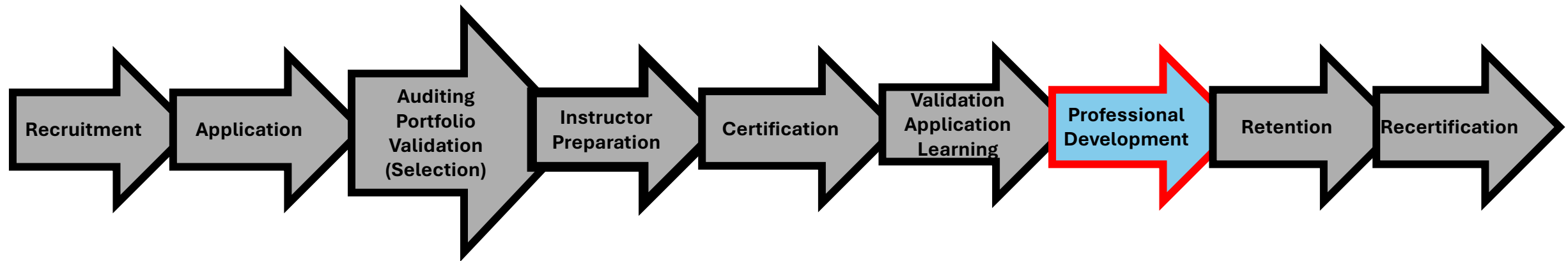




# Professional Development

---

- Individual Strengths
- Good Judgement
- Peer Feedback
- Quality Improvement Feedback
- Site Feedback
- Student Feedback
- Individual Assessments
- Networking/Working with multiple others
- Continued Mentorship
- Study of the system
- Continued Self-Development
- Professional Writing
- Workshops and higher-level training
- Job Rotations/Special Projects
- Public Presentations
- Alternative Learning Topics
- Cross-Life Experiences
- Neural-Pathway Cross Connection
- Work Life Balance Activities
- Understanding of underlying principles.

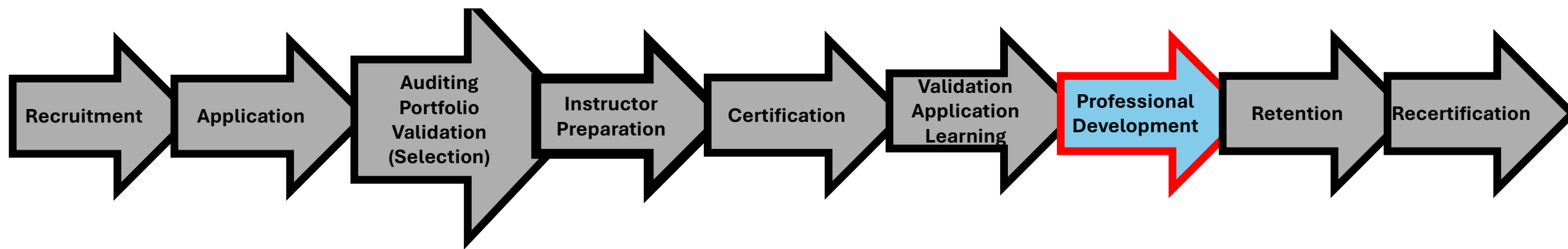
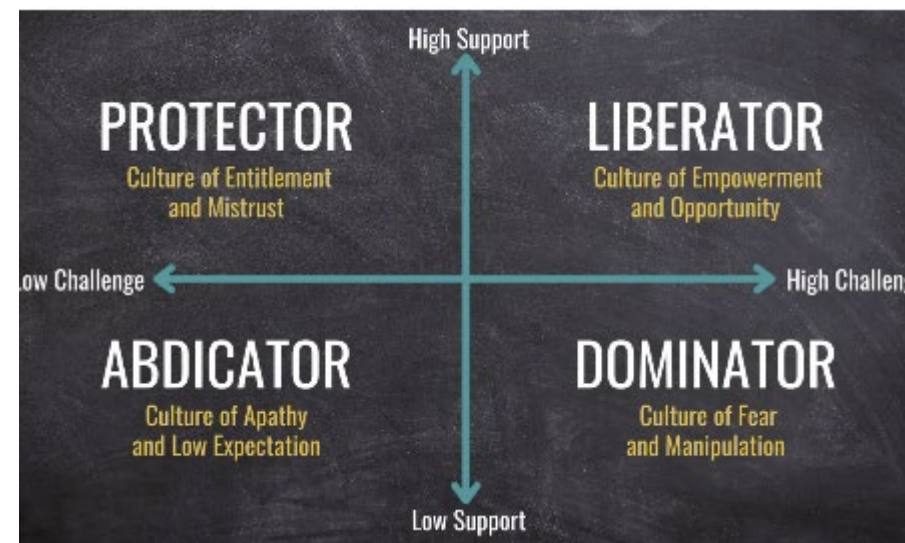






# Sanford's Challenge & Support

Curiosity





# Leading: Inspiration and Direction

---

Some interesting thoughts from **McGregor<sup>17</sup>** The Human side of Enterprise (1960) include:

- 1) The expenditure of physical and mental effort in work is as natural as play and rest. The average human being does not inherently dislike work. Depending on conditions, work may be a source of satisfaction and, if so, will be performed voluntarily. On the other hand, when work is a form of punishment, it may well be avoided, if possible.
- 2) Human beings exercise self-direction and self-control in pursuing goals to which they are committed. Commitment to goals relates directly to the reward associated with their achievement, the most significant of which is ego satisfaction.
- 3) Commitments to objectives is a function of the rewards associated with their achievement. The most significant of such rewards is the satisfaction of ego and self-actualization needs, which can be direct products of effort directed toward organizational objectives.
- 4) The average human being learns, under proper conditions, not only to accept but to seek responsibility. Shirking responsibility and lack of ambition are not inherent in human nature. They are usually the consequence of experience.
- 5) The ability to exercise a high degree of imagination, ingenuity, and creativity in the solution of common problems is widely, not narrowly, distributed in the population.
- 6) In modern life, the average human being's intellectual potential is only partially utilized.



# The Room We Operate In

---

The Ceiling of Potential



**THE  
GAP**

The Floor of Minimum  
Expectations

**THE GAP**  
Sub-Floor Performance



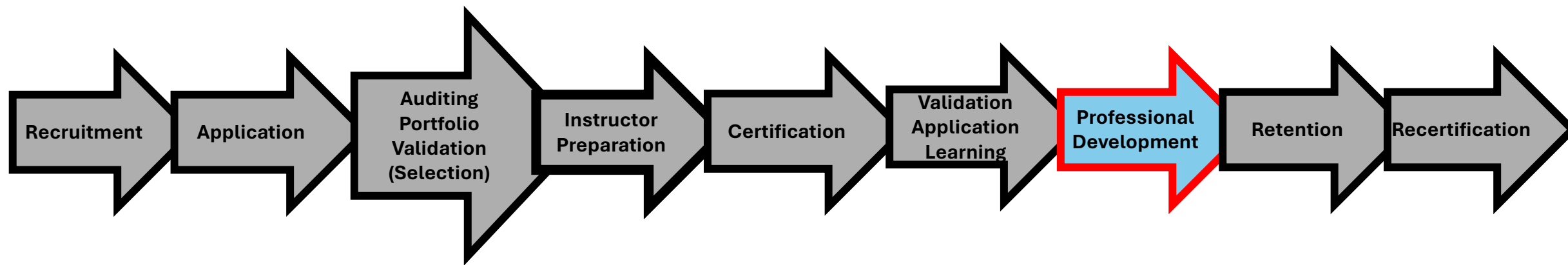




# Something to Ponder

How can you  
***Challenge & Support***  
The Instructors/Coaches  
in your Sphere?

(Rhetorical)





# **One Final Question...**

**There was a Challenge at the beginning of the presentation.**

**The Clock is ticking.....**

**What are you going to do about it?**

# Contact Info

**Donald L. Green, Ed.D.**

Owner, CEO, Lead Researcher

Rider Choices, Motorcycle Rider Education  
and Consulting

[don.green@riderchoices.com](mailto:don.green@riderchoices.com)

Mobile: (270) 945-1903

Linked In: <https://www.linkedin.com/in/donald-green-78013530/>

