


Instructional objectives in education

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On Friday, January 11, programmer and activist Aaron Schwartz committed suicide in New York. Last summer, Aaron allowed us to run two posts out of his excellent series of raw nerves. When we heard the Friday news, we were particularly moved by this play, which was republished here. Former Reddit co-owner and DemandProgress founder Aaron Schwartz committed suicide before the 1840s, and hospitals were dangerous places. Mothers who went to give birth often did not do so. For example, in the First Obstetric Clinic of the Vienna Hospital after delivery, 10% of mothers died of puerperal fever. But there was also good news: in the Second Clinic there were only 4%. Mothers-to-be noticed this - some could get on their knees and ask for hospitalization at the Second Clinic. Others, hearing that new patients were admitted to the First Clinic that day, decided that it was better to give birth on the street. Ignaz Semmelweis, assistant of the First Clinic, could not stand it. He began desperately looking for some explanation for the difference. He checked many things without success. Then, in 1847, Semmelweis' friend Jakob Kolletska performed an autopsy when a student accidentally poked him with a scalpel. It was a minor injury, but Kolecchka became terribly ill and eventually died, with symptoms more similar to what the mothers had. Which made Semmelweis wonder: was there some deadly material on the corpses responsible for death? To check this, he insisted that doctors start washing their hands with chlorinated lime (which, in his opinion, is best to remove the stench of death) before treating pregnant women. The results were shocking. In April 1847, the mortality rate was 18.3%. In mid-May, Semmelweis introduced hand washing, and by June the mortality rate had dropped to 2.2%. The following month it was even smaller, and then in the same year it reached zero - for the first time in history. You'd think doctors would be thrilled with this incredible discovery. Instead, Semmelweis was ridiculed and attacked. He was discharged from the hospital and forced to leave Vienna. In published medical papers, my teachings are either ignored or attacked, he lamented. The Faculty of Medicine in Würzburg awarded the prize to a monograph written in 1859 in which my teachings were rejected. Even in his native Vienna, hundreds of mothers continued to die every year. Semmelweis turned to alcohol, and his behavior became increasingly unstable. In 1865 he was betrayed to a psychiatric hospital. There he was beaten by guards, put in a straitjacket and locked in a dark cell. He died shortly thereafter, at the age of 47, from an infected wound.1We did not want to make mistakesWhy doctors so stubbornly reject Ignaz Semmelweis? Well, imagine you were told that you were responsible for the deaths of thousands of your patients. That you killed the people you were. Protect. That you were so bad at your job, it was actually worse than just giving birth on the street. Cognitive dissonance psychologists have proven in dozens of experiments that people don't like bad news about themselves: The power of students through awkward dedication to take a class, and they'll insist on a class much more interesting. Make them do a favor for someone they hate and they start insisting that they really like them. Make them make small ethical compromises and they will feel comfortable doing more and more. Instead of just admitting that we made a mistake and shouldn't have compromised or done a favor or join the class, we start telling ourselves that compromise isn't that bad, and when the next compromise comes together, we believe that the lies we're telling ourselves and jumping on to make another mistake. We hate hearing bad news about ourselves so much that we'd rather change our behavior than just admit that we screwed up.2It doesn't help much when our friends point out what we've done wrong. If we're so afraid to hear from ourselves that we've made a mistake, just imagine how much we hate hearing it from someone else. And our friends know this: the answer to the question Is this outfit make me look fat? It shouldn't be. We can joke about the weaknesses of our friends behind their backs, but we rarely do it in their face. Even at work, a lot of effort goes into making sure that employees are insulated from the most negative assessments of their boss. This is what we are taught: to make five compliments for each criticism, sandwich negative reviews with positive feedback on each side, the most important thing is to maintain someone's self-esteem. But as Semmelweis has shown, it's a dangerous habit. Of course it's horrible to hear that you're killing people, but it's much worse to keep killing people! It may not be fun to get told you're lazy, but it's better to hear it now than to find out when you're fired. If you want to work on improvement, you have to start by knowing where you are. You can't beat RealitySemmelweis defeated about as much as a person can be defeated. But nothing other doctors could do to him would change the facts. Eventually scientists proved the germ theory of the disease and Semmelweis was justified. Today he is an international hero: universities and hospitals are named after him, his house has been turned into a museum, Austria even put his face on a gold coin in 50 pounds. Meanwhile, doctors who opposed him are being treated as close killers. Try as you might, you can't beat reality. Semmelweis was right: these doctors were killing people. Sacking him, expelling him from the country, writing long books that disproved all his none of this can change this frightening fact. The doctors may have thought they were winning the argument at the time, but they were big losers in the long run. And so were all the families who loved one because they refused to admit their mistake. But imagine if they were. When you're attacked, find out that you seem like the worst thing you can do. Even if you don't stand up for yourself, how else can someone believe in you? Acknowledging your mistakes is like giving up; it just proves that your opponents were right the whole time. But is it that bad? When Oprah began defending the fabulist James Frey, she was devastated by the press. So she invited her critics to the show and apologized, saying: You were right, I was wrong. It didn't ruin her reputation; he saved it. When the Columbia space shuttle exploded, launch manager Wayne Hale took full responsibility: The bottom line is that I didn't understand what I was being told... I'm guilty of letting Columbia crash. He was promoted. When JFK admitted responsibility for the Bay of Pigs debacle was mine and mine alone, his poll numbers soared.3Imagine the same thing in your own life. If your boss started taking responsibility for your organization's problems rather than blaming others, wouldn't you like him anymore? If your doctor honestly told you that she had ruined the procedure instead of hiding the mistake, wouldn't you prefer it? If a politician came clean that their policy proposals failed, wouldn't you be more inclined to trust him? In moments of great emotional stress, we go back to our worst habits: we dig and fight harder. The real trick is not to fight better - it's better to stop ourselves: take a deep breath, calm down, and letting our best nature take over from our worst instincts. How to see yourself objectively, if seeing yourself objectively is the best option, all our natural instincts all point in a different direction. Not only do we try to avoid bad news about ourselves, we tend to exaggerate the good news. Imagine that you and Jane are both ready to be promoted. You want this bad thing, so stay up late, you work on weekends. Sure, some things still slip through the cracks, but even these bugs are really good reasons! Jane never does anything like that. But if she knew, would you even know? We see the world from our own point of view. When we have to cancel time with friends to do extra work, we always see that and feel the sacrifice. But when Jane does it, we don't see or feel anything. You can only see your own point of view. And even our mistakes make sense from our point of view - we see the whole context, everything that led to it. It all makes sense because we've seen it happen. When we are, it's for a reason. When other people do, it's because they. It is not easy to look at yourself objectively. But it's important if we ever get better. And we don't, we'll leave ourselves open to scammers and ethical compromises that prey on our desire to believe we're we There's no one solution, but here are some tricks I use to get a more accurate sense of yourself: Embrace your flaws. Be prepared to believe the worst about yourself. Remember: it's much better to recognize that you're a selfish, racist idiot and try to improve than to continue sleepwalking through life in a way that only someone who doesn't know it. Carefully avoid euphemism. People try to sugarcoat tough facts about themselves by putting them in the best light possible. They say: Well, I was going to get to it, but then there was that big news today, not yes, I was procrastinating on it and started reading the news instead. Saying things clearly makes it easier to resist the truth. Change your predictions. Every time you see yourself complaining about other groups or other people, stop yourself and think: Is it possible there is a way that someone out there can be making the same complaints about me? Look up, not down. It's always easy to make yourself look good by finding people even worse than you. yes, we agree you're not the worst person in the world. That's not the point. The question is whether you can get better - and for that you need to look at people who are even better than you. Criticize yourself. The main reason people don't tell you what they really think of you is that they are afraid of your reaction. (If they're right to be afraid, then you should start by working on it.) But people will feel more comfortable telling you the truth if you start criticizing yourself by showing them that it's OK. Find honest friends. There are people who are just innately honest. For others, you can build a relationship of honesty over time. In any case, it is important to find friends you can trust to tell you the harsh truths about yourself. It's really hard - most people don't like to tell harsh truths. Some people have had success providing an anonymous form of feedback for people to submit their candid reactions. Listen to the criticism. Since it is so rare to find friends who will honestly criticize you, you should listen very carefully when they do. It's tempting to check out what they're saying against your other friends. For example, if one of your friends says that the story you wrote isn't very good, you can show it to other friends and ask them what they think. Wow, they all think it's great! Guess that one friend was just an outlier. But the fact is that most of your friends will say it's great because they're your friend; by just taking them at their word, you end up ignoring one person who is actually being honest with you. Take the look. As I said, we are always locked in our own heads, where everything we do makes sense. So try to see how you look from the outside a bit, assuming you don't know any of these details. Of course, your money making plan sounds great idea when you explain this, but if you throw away that there is any external evidence that it will work?1. Ignaz Semmelweis, Wikipedia (visited 2012-08-13).2. Carol Tavis and Elliot Aaronson, Mistakes Were Made (but Not Me): Why We Justify Stupid Beliefs, Bad Decisions, and Harmful Actions, (2007), h. 1.3. Mistakes were made, p.8. A broader study of public companies also found that companies that have admitted screwing tend to have higher stock prices. Fiona Lee, Christopher Peterson, and Larissa S. Tiedens, Mea Culpa: Stock Price Forecasting from Organizational Attributions, Personality and Social Psychology Bulletin, 30: 12 (December 2004), 1636-1649.Look At Yourself Objectively (en) Raw ThoughtImage remixes from ISO (Shutterstock). 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