



## Case Story Description: 'Motus' pictograms

Short description of the challenge that the tool was used to tackle	<p>Challenge: bridging the gap between being a student teacher on a school placement and being a fully qualified teacher.</p> <p>Challenge: being able to separate professional identity from personal identity (even if they do overlap).</p>
Title of the tool	Professional identity – Define it with the use of pictograms: as a student teacher, as a newly qualified teacher or as a senior teacher.
How did the school work with the tool	<p>Through meeting with student teachers then meeting them again when they had become novice (newly qualified) teachers.</p> <p>Meeting with a mixed group of senior and novice teachers (of varying ages) within a school</p>
Promoting factors	<p>The Tool itself – pictograms</p> <p>Pictograms help student teachers and teachers to 'think outside the box', and to unlock ideas and metaphors that say more about their experience and their ideas than direct descriptions would. As a result the stories told by the participants were very interesting, and completely new to their colleagues (even for those who had been working together for a long time). Use of the tool increased empathy and enhanced a feeling of mutual trust.</p> <p>The working groups</p> <ul style="list-style-type: none"><li>- the former student teachers who have qualified and become teachers</li><li>- the novice and senior teachers to create a sense of community</li></ul> <p>This tool also works well when combined with other tools such as the SWAT analysis.</p>
Barriers	Lack of time to move on and use others tools to tackle professional identity issues raised by use of the 'Motus' pictograms.
Developed by	HENALLUX – Namur – Belgium.

