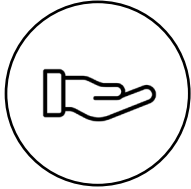


The Student Motivation Framework

The following recommendations outline a range of strategies colleges can use to foster, grow, and support student motivation to participate in productive conversations.



INVITE

Lower friction and create entry points

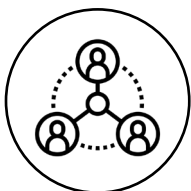
- **Embed motivation** into the design process from the start, not as an after thought.
- **Use external incentives** (food, badging, credentialing, extra credit, internships) to draw students in while still connecting the experience to deeper meaning—and future success.
- **Tailor opportunities** for dialogue to your student body, considering their schedules, identities, and academic pressures.
- **Create multiple entry points** (low-stakes, moderate, and intensive) so students with different time constraints, comfort levels, and motivations can all engage meaningfully.
- **Use creative approaches** (beautiful spaces, shared meals, incentives, surprise elements, symbolic rituals) to make programming feel special, inviting, and worth attending.



ENGAGE

Build belonging and meaningful participation

- **Let students shape the design** of dialogue programs and events so they feel ownership and excitement.
- **Represent diverse perspectives** and ideologies to foster inclusion.
- **Model participation visibly** through faculty, administrators, and peer leaders.
- **Cultivate peer-to-peer motivation** that makes students organically excited to get involved, and to feel safe doing so.
- **Be intentional with offerings;** avoid overwhelming students with too many opportunities that dilute focus.



SUSTAIN

Turn participation into habit and identity

- **Leverage your institution's unique identity** (traditions, spaces, symbols, history) to make programming feel rooted in community and culture.
- **Connect the dots** so students understand how different productive conversation experiences build on one another.
- **Balance extrinsic motivators with intrinsic**, helping students understand the why and see the value of continued engagement.
- **Celebrate participation publicly** to enforce conversation as a core value of your campus.
- **Bridge classroom learning** into the community through internships and experiential programs that help students practice agency in real-world contexts.

Ultimately, effective motivation depends on meeting students where they are, keeping them meaningfully engaged, and helping productive conversations become something they want to return to over time.



Hear how campuses have successfully implemented these strategies on campus

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