

GRIT™

GUTS, RESILIENCE, INITIATIVE, TENACITY

Developing the Mindset to Persevere

Be Well * Do Well: August 2017

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"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

GRIT

Growth Mindset



GRIT



Self Determination

- Stress Management
- Autonomy
- Motivation
- Self-esteem
- "Bounce Back"
- Success
- Empowerment
- Control
- Resilience
- Happiness
- Goal Attainment
- Direction
- Life Satisfaction
- "Showing up in your own life"
- Competence



WHAT IS “GRIT”?

- **Guts:** personal courage, determination and “toughness of character”
- **Perseverance:** to achieve despite difficulties, failure or opposition
- **Tenacity:** being very determined.
- **Fortitude:** showing courage despite pain or adversity

Not Giving Up When Life Gets Hard—no matter what happens!

Remaining Focused On A Goal...*Even when you encounter set backs...*



GROWTH vs. FIXED MINDSET

Fixed Mindset

- A “fixed mindset” people believe their basic qualities, like their intelligence or talent, are simply fixed traits. They also believe that talent alone creates success—without effort.

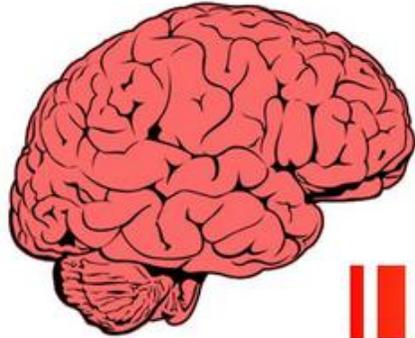
Growth Mindset

- People with a “growth mindset,” believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point.



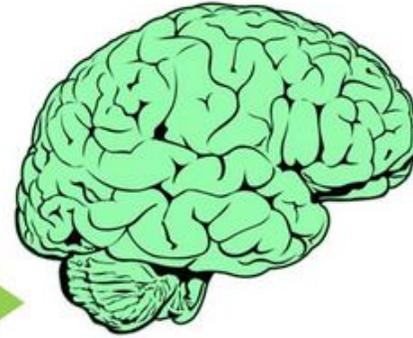
A Mindset Shift

Fixed



- Avoid challenges
- Give up easily
- See effort as pointless
- Ignore useful negative feedback
- Feel threatened by the success of others

Growth

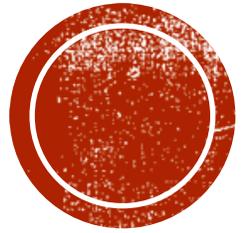


- Embrace challenges
- Persist in the face of setbacks
- See efforts as a path to mastery
- Learn from criticism
- Feel lessons and inspiration in the successes of others.



Consider where you would place yourself currently. Now think about what you can do to release your growth mindset.





GROWTH MINDSET

#growthmindset

Mindset



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GROWTH MINDSET

HARNESSING THE POWER OF **PRODUCTIVE STRUGGLE**

- Productive struggle occurs when you have a task slightly beyond your ability.
- It is about tackling the challenge through different approaches and simultaneously developing perseverance skills.



ALBERT EINSTEIN



GROWTH MINDSET

THE BELIEF THAT WE CAN WORK HARD AND IMPROVE.



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“No matter what your ability is,
effort is what ignites that ability
and turns it into accomplishment”

Dr. Carol S. Dweck

Mindset: The New Psychology of Success



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GROWTH MINDSET

Blog Links:

- [M3: Mental Strength, Mindset & Motivation](#)
- [Getting Your Mindset Ready for College!](#)
- [A Simple Mindset that Improves Long Term Memory](#)



People with a “Growth Mindset” ...

- are **optimistic**.
- are always **up to a challenge**.
- identify their own **strengths and weaknesses**.
- believe they are **evolving** and always have something to learn (lifelong learner).
- **stretch** themselves when learning new things.
- have the **persistence** and put in the **effort** to learn something over a longer time period.
- **try** doing things they couldn't do before.
- view “*good failures*” as **learning opportunities**.
- are known for their **reliability** and **commitment**.

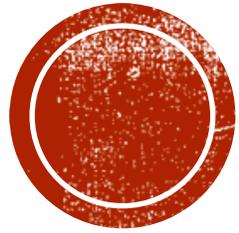
GROWTH MINDSET

It is not about heredity, luck, or destiny, it is about how hard you are willing to work on your life. It has more to do with creating their future than effort.

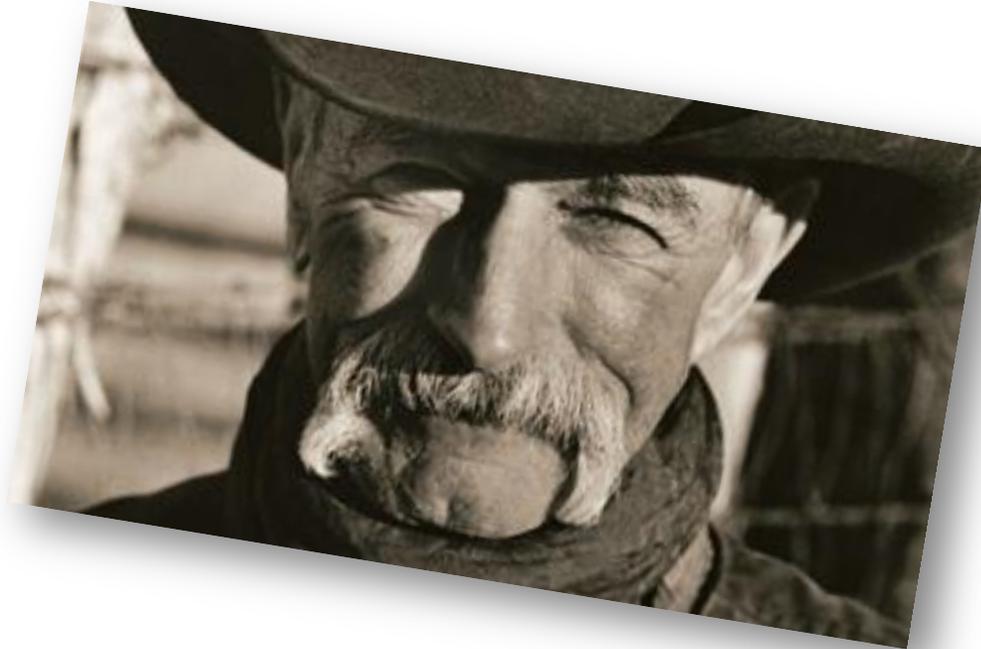


WE CAN DO
HARD
THINGS





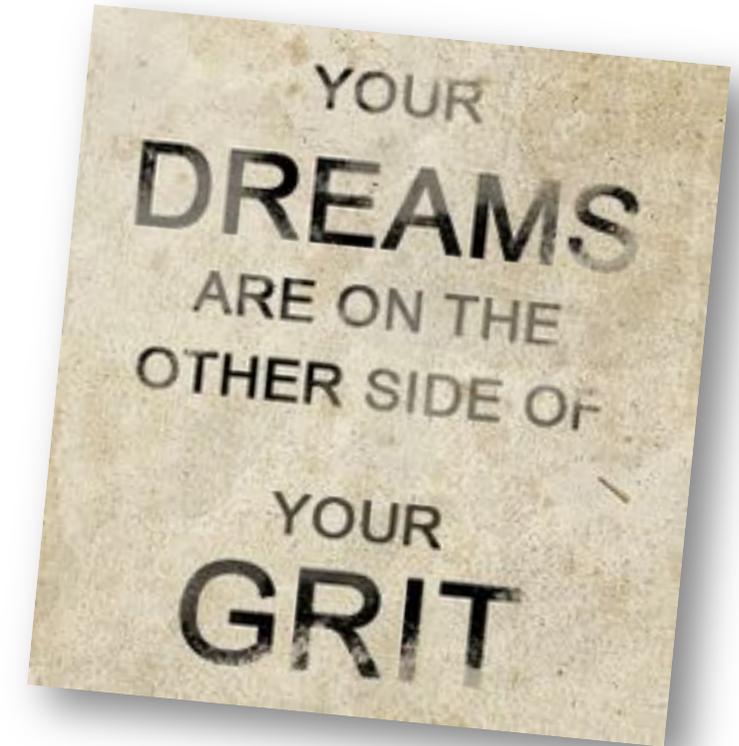
GRIT



Courage, bravery, backbone, spirit, “strength of character”, willful, moral fiber, nerve, fortitude, toughness, hardiness, resolve, resolution, determination, tenacity, perseverance, endurance, guts, spunk

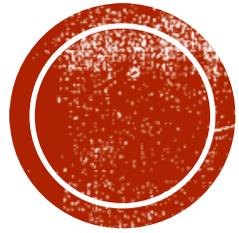
GRIT FACTS... 'CUZ SCIENCE SAYS SO!

- **Grit Theory:** a theory about success that is based on character traits such as **perseverance**, **hard work** and **ambition** that help you achieve long term goals.
 - Qualities of grit are **teachable** and **learnable**.
 - Everyone can improve their level of GRIT.
 - To build it, you must recognize and **acknowledge BOTH your strengths and growth areas**.
 - GRIT is essential to success. Talent is only one factor.
 - **GRIT is not based on your IQ.**



Curious about how Gritty you are?





GRIT TEST

Directions for taking the Grit Scale:

Here are a number of statements that may or may not apply to you. For the most accurate score, when responding, think of how you compare to most people, not just the people you know well, but most people in the world. There are no right or wrong answers, so just answer honestly!

#1: I HAVE OVERCOME SETBACKS TO CONQUER AN IMPORTANT CHALLENGE.

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 5 points
- B: 4 points
- C: 3 points
- D: 2 points
- E: 1 point

#2: NEW IDEAS AND PROJECTS SOMETIMES DISTRACT ME FROM PREVIOUS ONES.*

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 1 point
- B: 2 points
- C: 3 points
- D: 4 points
- E: 5 points

#3: MY INTERESTS CHANGE FROM YEAR TO YEAR.*

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 1 point
- B: 2 points
- C: 3 points
- D: 4 points
- E: 5 points

#4: SETBACKS DON'T DISCOURAGE ME.

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 5 points
- B: 4 points
- C: 3 points
- D: 2 points
- E: 1 point

#5: I HAVE BEEN OBSESSED WITH A CERTAIN IDEA OR PROJECT FOR A SHORT TIME BUT LATER LOST INTEREST.*

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 1 point
- B: 2 points
- C: 3 points
- D: 4 points
- E: 5 points

#6: I AM A HARD WORKER.

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 5 points
- B: 4 points
- C: 3 points
- D: 2 points
- E: 1 point

#7: I OFTEN SET A GOAL BUT LATER CHOOSE TO PURSUE A DIFFERENT ONE.*

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 1 point
- B: 2 points
- C: 3 points
- D: 4 points
- E: 5 points

#8: I HAVE DIFFICULTY MAINTAINING MY FOCUS ON PROJECTS THAT TAKE MORE THAN A FEW MONTHS TO COMPLETE.*

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 1 point
- B: 2 points
- C: 3 points
- D: 4 points
- E: 5 points

#9: I FINISH WHATEVER I BEGIN.

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 5 points
- B: 4 points
- C: 3 points
- D: 2 points
- E: 1 point

#10: I HAVE ACHIEVED A GOAL THAT TOOK YEARS OF WORK.

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 5 points
- B: 4 points
- C: 3 points
- D: 2 points
- E: 1 point

#11: I BECOME INTERESTED IN NEW PURSUITS EVERY FEW MONTHS.*

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

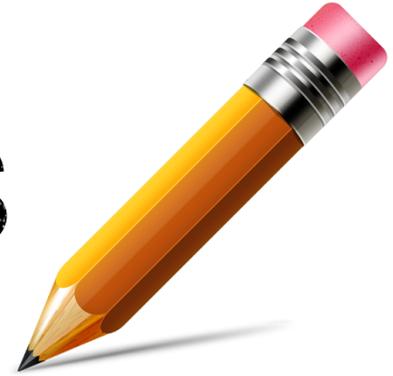
- A: 1 point
- B: 2 points
- C: 3 points
- D: 4 points
- E: 5 points

#12: I AM DILIGENT.

- A. Very much like me
- B. Mostly like me
- C. Somewhat like me
- D. Not much like me
- E. Not like me at all

- A: 5 points
- B: 4 points
- C: 3 points
- D: 2 points
- E: 1 point

SCORING DIRECTIONS

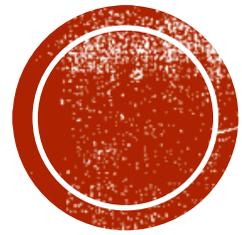


- Add up all the points and divide by 12.

My GRIT Score: _____

The maximum score on this scale is 5 (extremely gritty), and the lowest score on this scale is 1 (not at all gritty).





SO NOW WHAT?!?

Courage, Managing the Feels, Humour, Relationship Skills, Self-knowledge, Goal Setting Skills, Optimism, Helpful Thinking Skills, Gratitude, Wise Mind, Learning from Failure, Stress Management, Fostering Resilience...



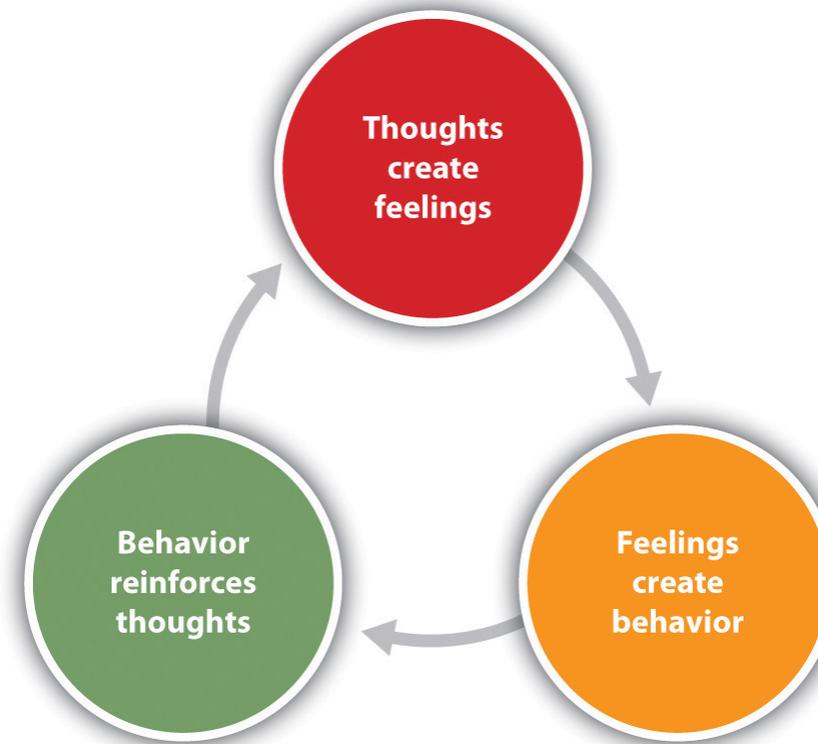
Are you a carrot, egg or
coffee bean?

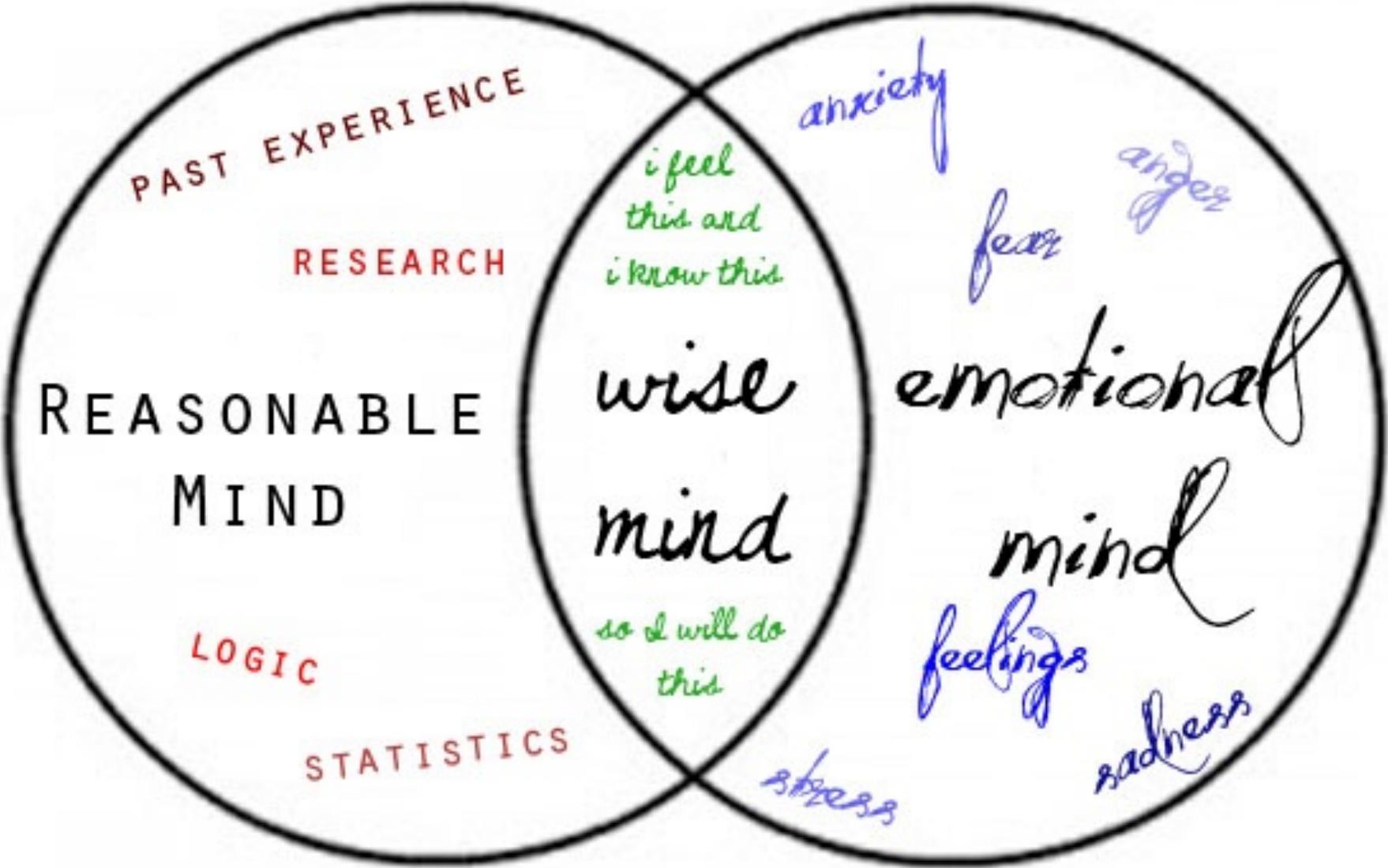


DEVELOPING GRIT

OVERCOMING INNER OBSTACLES

- Emotion researcher, Richard Davidson, says that cognition and emotion work together in a seamless, integrated way to help us persevere in a task. Thus, to foster GRIT effectively, we need to cultivate both cognitive and emotional skills.

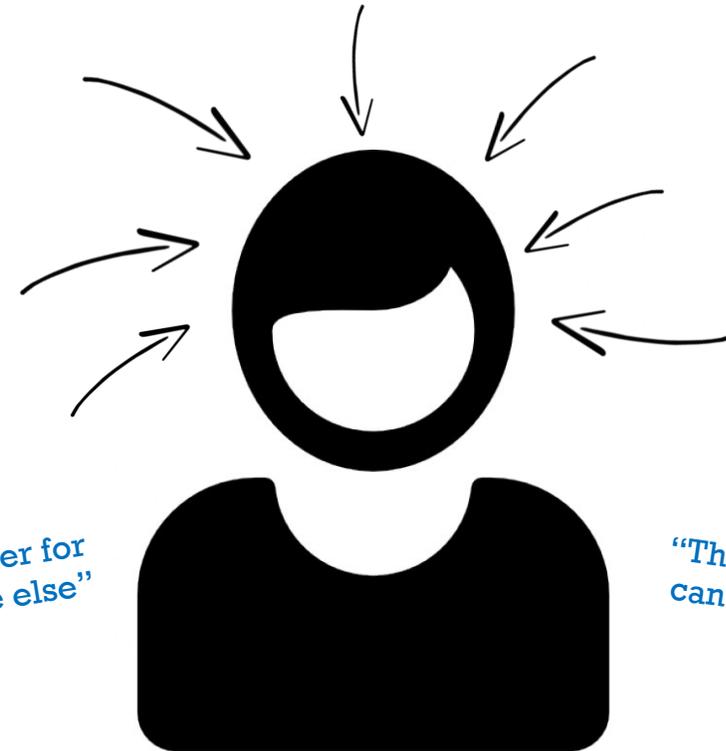
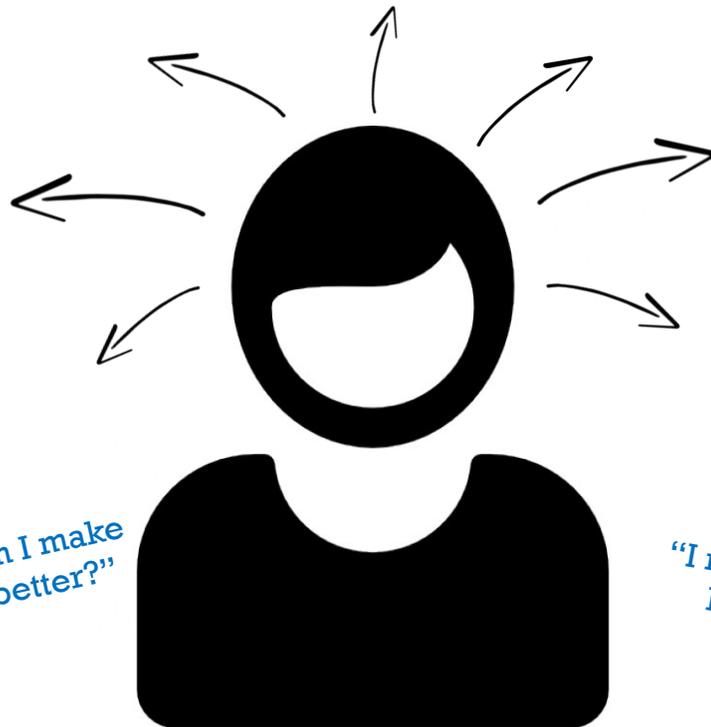




WHICH IS YOUR LOCUS OF CONTROL?

you make things happen
Internal Locus of Control

Things happen TO you.
External Locus of Control



"How can I make things better?"

"I make things happen"

"It is easier for everyone else"

"There is nothing I can do about my future"

"It is hard, but I can figure it out"

"I can determine my future"

"I am responsible for my own happiness"

"Why does every bad thing happen to me?"

"Why bother?"

"Someone else needs to make me happy"



FOSTERING RESILIENCY

Think about a time in your life that was particularly challenging or demanding, especially one that was difficult emotionally.

Think about how you handled that situation and eventually came through on the other side.

Answer these questions:



- What was your goal?
- What was the outcome?
- What obstacles did you have to overcome?
- What unpleasant feelings and thoughts do you remember having in the situation?
- Who, if anyone, did you receive external help and support from?
- What specific attitudes and skills helped you cope with the situation?
- How would you rate your resilience in that situation?
- Why wasn't it 0%?
- What strengths and personal qualities helped you?
- If it wasn't 100%, how could your resilience be improved during similar situations in the future?
- Based on your experience how might you advise someone else to cope with a similar situation in the future?



THE POWER OF YET

TED Ideas worth spreading

WATCH DISCOVER ATTEND PARTICIPATE ABOUT LOG IN 



Carol Dweck:

The power of believing that you can improve

TEDxNorrköping · 10:20 · Filmed Nov 2014

 41 subtitle languages 

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Alison Gopnik: What do babies think? 

https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve?language=en#t-64527

Carol Dweck researches “growth mindset” — the idea that we can grow our brain's capacity to learn and to solve problems. In this talk, she describes two ways to think about a problem that's slightly too hard for you to solve. Are you not smart enough to solve it ... or have you just not solved it yet? A great introduction to this influential field.



BUILDING YOUR RESILIENCE



<https://www.youtube.com/watch?v=8VS7wR7gjJE>



DEVELOPING GRIT

OVERCOMING INNER OBSTACLES

Instead of Thinking...

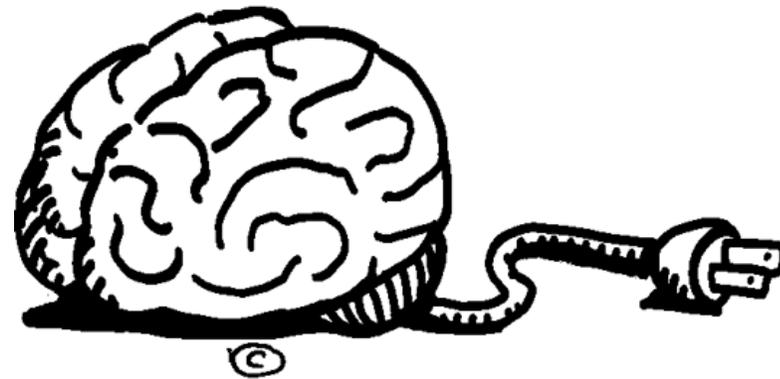
1. I am not good at this.
2. I give up.
3. This is too hard.
4. I can't make this any better.
5. I just can't do math!
6. I made a mistake.
7. She is so smart. I am not that smart.
8. Plan "A" didn't work.
9. It's good enough.

...Try Thinking...

1. What am I missing?
2. I will use some of the strategies I've learned.
3. This may take more time and effort.
4. I can always improve, so I will keep on trying.
5. I am going to train my brain to do math.
6. Mistakes help me learn.
7. I am going to figure out how she does it.
8. Good thing the alphabet has 25 more letters!
9. Is this really my best work?



25 Ways to Develop a Growth Mindset



#TryThis

WHERE TO FIND THIS HANDOUT...

You can find this handout on my eSuccess-Coaching blog:

www.Success-Mohawk.com



Do
ONE THING
THAT
SCARES YOU
every day.

ELEANOR ROOSEVELT



EXIT TICKET: MINDSET MOMENTS

Share an example of when you were Gritty...

- When I learned...
- When I did...
- When I overcame...
- When I developed the skill too...
- When I pushed through and

