

Grit and Mindset

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Expectations

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▶ Grit

- Understanding of what it is
- How can you evaluate your “grittiness”
- Role in growth mindset

▶ Overview of Growth and Fixed Mindsets

- Self-evaluation
- Growth mindset self-talk
- Developing a Growth Mindset Plan

Challenge Question

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- ▶ Warm up with this brain teaser!
 - https://youtu.be/ADR7dUoVh_c
- ▶ What is the minimum number of trips it takes for the lion and the wildebeest to cross the river safely?

Grit and Mindset

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► Grit

- Researched by **Angela Duckworth**, professor of Psychology at the University of Pennsylvania and former middle school math teacher.
- Founder of Character Lab, advancing the science and practice of character development.
- **Question:** Does aptitude guarantee achievement?

► Mindset

- Researched by **Carol Dweck**, professor of Psychology at Stanford University.
- *Author of Mindset – The New Psychology of Success*
- **Question:** Why do some people wilt when they are unsuccessful, while other people thrive?

Grit

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- ▶ **Grit is passion and perseverance for long-term goals.**
 - Having an “ultimate concern” for a goal
 - Holding steadfast to a goal even when progress toward the goal is halting or slow
- ▶ **It is not:**
 - Talent
 - Luck
 - How intensely, for the moment, you want something
- ▶ **Grit is often interconnected with the theory of GROWTH MINDSET.**

Measuring Grit

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- ▶ Angela Duckworth has developed a “Grit Scale” to help people understand how passionate and persevering (gritty) they see themselves as being.

- <https://angeladuckworth.com/grit-scale/>

Mindset

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► Fixed Mindset

- The belief that we are born with a fixed amount of intelligence and ability.
- Assumes that intelligence and other qualities, abilities, and talents are fixed traits that cannot be significantly developed.

► Growth Mindset

- The belief that with patience, perseverance, and effort, people have limitless potential to learn and grow (neuroplasticity).
- Assumes that intelligence and other qualities, abilities, and talents can be developed with effort, learning, and dedication (grit).

Further Understanding Mindset

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Situation	Fixed Mindset	Growth Mindset
CHALLENGES	Challenges are avoided to maintain the appearance of intelligence.	Challenges are embraced, stemming from a desire to learn.
OBSTACLES	Giving up in the face of obstacles and setbacks is a common response	Showing perseverance in the face of obstacles and setbacks is a common response.
EFFORT	Having to try or put in effort is viewed as a negative; if you have to try, you're not very smart or talented.	Doing hard work and putting in effort paves the path to achievement and success
CRITICISM	Negative feedback, regardless of how constructive, is ignored.	Criticism provides important feedback that can aid in learning.
SUCCESS OF OTHERS	Other people's success is viewed as a threat and evokes feelings of insecurity or vulnerability.	Other people's success can be a source of inspiration and education.

Mindset Examples

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► Fixed Mindset

- “I am bad at math”
- “I’m not athletic”
- “I’m not very creative”

► Growth Mindset

- “I’m going to try another strategy”
- “This challenge is exciting!”
- Babies learning to walk and talk
- Michael Jordan

DO YOU EXHIBIT THE
CHARACTERISTICS OF A
GROWTH OR FIXED
MINDSET?

Growth Mindset Evaluation

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- ❑ There are just some things I'll never be good at.
- ❑ When I make a mistake, I try to learn from it.
- ❑ When others do better than me, I feel threatened.
- ❑ I enjoy getting out of my comfort zone.
- ❑ When I show others I'm smart or talented, I feel successful.
- ❑ I feel inspired by the success of others.
- ❑ I feel good when I can do something others cannot.
- ❑ It's possible to change how intelligent you are.
- ❑ You shouldn't have to try to be smart – you just are or you aren't.
- ❑ I enjoy taking on a new challenge or task with which I am unfamiliar.

Mindset Self-Talk

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- ▶ Self-talk is critical to managing mindsets.
- ▶ Develop an awareness of the fixed and growth mindset voices in our own heads. You are able to work to reframe it!

My Fixed Mindset	Fix my Fixed Mindset
I'll never learn to swim.	I should take swimming lessons so I can learn to swim.
There's no way I am going to finish that entire reading list.	I'm going to tackle this list one book at a time.
This training is a waste of my time.	This training is my chance to improve some things I've been struggling with.
I didn't get the job I wanted.	I didn't get the job I wanted right now, but I'll work hard, get more experience and try again the next time there is a job opening.

Mindset and Praise

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- ▶ **Person Praise** – Focuses on personal traits and qualities, like intelligence.
 - “You’re so smart!” or “You’re a natural!”
 - Defines the person.
 - Intends to be helpful, but in the long term, can actually be harmful.
 - Not likely to take on risks and challenges because they are afraid of failure.
 - Moves to a fixed mindset for self-preservation.

Mindset and Praise

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- ▶ **Process Praise** – Acknowledges effort, strategies, or actions that contributed to the success of a task.
 - “You worked really hard at that!” or “Look at how far you’ve come!”
 - Defines the process.
 - Person does not experience as many insecurities.
 - Able to understand that making mistakes is part of the learning process, and that disappointment is temporary.
 - Encourages continual improvement.

Feedback Stems

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- ▶ Using **feedback stems** is a simple way to ensure that you're providing useful process-oriented feedback.
- ▶ Can be helpful in learning how to benefit from process praise/critique.

Feedback Stems

I noticed how...

Look how much progress you've made on...

I see a difference in this work compared to...

I admire how hard you have worked on...

I can see you really enjoyed learning...

Could it make a difference if you...

Have you considered trying a different strategy to...

You're on the right track here, and might consider...

Growth Mindset Preparedness

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- ▶ Preparedness is key! You can develop a Growth Mindset Plan for learning or facing a problem.
- ▶ Identify specific actions, behaviors, and situations that trigger your Fixed Mindset.
- ▶ Meet your triggers head-on with a Growth Mindset.
- ▶ Examples of Fixed Mindset Triggers:
 - When I lose my temper
 - When I feel like giving up
 - When I feel like I'm under a lot of pressure
 - When I feel anxiety about how I'm performing

Planning for a Growth Mindset

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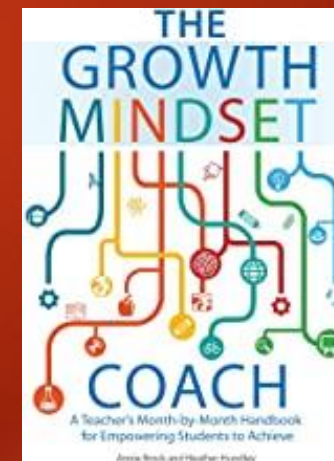
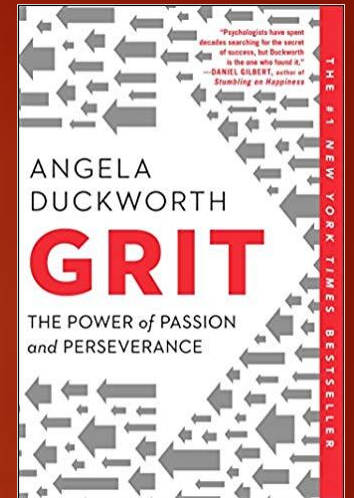
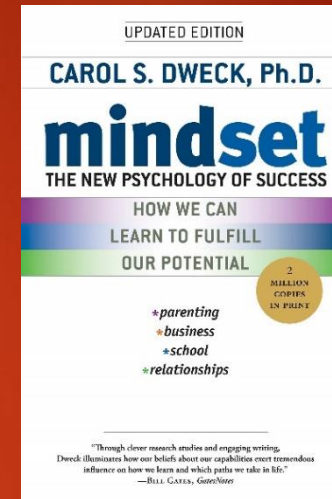
► **Identify the following:**

- What you want to learn
- When your deadline is
- What resources you need
- How you will accomplish your goal
- What your barriers are
- How you will overcome your barriers
- How you will handle things if you make a mistake
- What your fixed mindset might say
- How your growth mindset will respond
- How you will know that you've shown growth

Additional Resources

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- ▶ Carol Dweck:
<https://www.fs.blog/2016/02/carol-dweck-growth/>
- ▶ Angela Duckworth:
https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance
- ▶ The Growth Mindset Coach



Questions?