“Mindset Grit & Resilience: Helping your Advisees Persevere and Succeed”

Presented By:

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“Many of life’s failures are people who did not realize how close they were to success when they gave up.” – Thomas Edison

I. Mindset

There are two types of mindsets; Fixed Mindset vs. Growth Mindset

- Fixed Mindset: Intelligence is static, “can’t get past it”
- Growth Mindset: Intelligence that can be developed; “how can I get better”
- Failure can be changed through growth mindset
II. Deliberate Practices, Dr. K Anders Ericsson

- Dr. K Anders Ericsson has completed extensive research on deliberate practices and what correlations align with those practices
- Dr. K Anders Ericsson has found that there are **Four Pre-Requisites** for deliberate practice:
  1. Setting Specific Goals
  2. Fully concentrating on a single goal
  3. Receive immediate and informative feedback
  4. Practice respectively until fluent

III. Grit and Resiliency

“We have to be willing to fail, to be wrong, to start over again with lessons learned.”
- Angela Lee Duckworth

- **Grit**: passion and perseverance to achieve long-term goals
- **Resilience**: ability to recover from hardships quickly; “weathered the storm” necessary for short-term goals
- TED Talk, Angela Lee Duckworth
  - “Grit: The Power of Passion and Perseverance”
  - [https://www.ted.com/speakers/angela_lee_duckworth](https://www.ted.com/speakers/angela_lee_duckworth)
  - Who is successful and why?
  - “Grit is sticking with the future, passion, stamina, and living life like a marathon, not a sprint”
  - Grit matters in schools, especially for students at risk of dropping out
  - Talent doesn’t make you gritty, it comes from within/motivation
  - “We need to be gritty about getting our students grittier.”

IV. Grit & Resiliency Generational Differences

- **Silent Generation**
  - Seen as a generation who overcame many hardships, including WWII
- **Baby Boomer Generation**
  - Generation that faced many hardships including Vietnam
- **Millennial Generation**
  - Reputation of being “coddled”; “everyone gets a trophy”
  - Often forgotten that this generation has seen its share of hardships as well (mass shootings, 9/11, etc.), which is important to remember when working with students of this generation
Grit & Resiliency Generational Differences cont.

- Only 36% of students attending public institutions, and 54% of students attending private institutions, graduate with a Bachelor’s degree within 5 years
- What motivates the millennial generation? What can we use to help make them grittier?

V. Grit Test

- “Grit is the ability to hunker down and keep working” — Trevon T.
- Grit Test can be found at: https://www.sas.upenn.edu/~duckwort/images/12-item%20Grit%20Scale.05312011.pdf

VI. Research Project: “Are academically at-risk students less gritty?”

- Academically at risk students were found to be slightly less gritty than their peers
- Research has shown that there is a slight correlation between GPA and grit
- Bowling Green State University “Grit Challenge”
“Grit is one of the biggest predictors of success, even more than IQ, social intelligence, good looks, or physical health.” – Dr. Sherry Woosley

http://www.bgsu.edu/counseling-center/grit.html

VII. How do we help our advisees to persevere and succeed?

- Honest assessment with support and challenge
- Emphasize that failure is temporary and take the time to discuss details and next moves/approaches
- Surrogate grit examples
- Mentors near student’s age are crucial to show students that “someone like them” can become successful after failure too
  - Suggestion by Ms. Leslie Banahan to student panel in EDHE 105 courses, etc., with students who have failed at something, then persevered and became successful
- “Grit is not a marathon, it’s small steps”