

Mentoring with Grit and a Growth Mindset



WHAT IS GRIT? (Angela Duckworth)

Working hard toward challenges, maintaining effort and interest over years despite failure, adversity, and plateaus in progress.

MINDSETS (Carol Dweck)

- **Fixed Mindset:** You are born with a certain amount of intelligence or potential, and it can't change.
- **Growth Mindset:** You can work hard, ask for help, and try different strategies to increase your intelligence and potential.

DO YOU HAVE A FIXED OR GROWTH MINDSET?

Fixed Mindset:

- Challenges . . . *Avoid*
- Obstacles . . . *Give Up*
- Effort . . . *No Point*
- Criticism . . . *Deflect*
- Others' Success . . . *Feel Threatened*

Growth Mindset:

- Challenges . . . *Embrace*
- Obstacles . . . *Show Fortitude*
- Effort . . . *Work Hard*
- Criticism . . . *Learn*
- Others' Success . . . *Celebrate*

HOW TO CHANGE MINDSETS

- Praise effort, not talent.
- Add the word "YET" to your "I can'ts"
- Teach the basics of how the brain grows like a muscle with struggle and challenge.

HOW TO BRING GRIT AND A GROWTH MINDSET TO YOUR Mentor/Mentee Relationship

- Create a common language.
- Model grit and a growth mindset.
- Share examples of successful people who demonstrate these traits.
- Celebrate the journey, not just the end result.



RESOURCES

Books:

Mindsets (Carol Dweck)
Grit (Angela Duckworth)
Mindsets in the Classroom (Mary Cay Ricci)
Beautiful Oops! (Barney Saltzberg)
Fostering Grit (Thomas R. Hoerr)
The Dot (Peter H. Reynolds)
I Am Amelia Earhart (Brad Meltzer)

YouTube Videos:

Richie Parker – Drive
Nick Vujicic
People Stuck on an Escalator
You Can Learn Anything
You Can Grow Your Intelligence

Links:

trainugly.com
mindsetkit.org