

Dr. Gibbs on GRIT

Workshops – Keynotes – E-Blasts – Products

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Today's Agenda

What is GRIT?

Why does GRIT matter?

How to get more GRITTY from the inside-out

How to get more GRITTY from the outside-in:

Educating for GRIT: Helping children develop their GRIT potential

What is GRIT?

Grit is the thing that helps you achieve your potential!

What we accomplish in the marathon of life depends tremendously on our grit, which is comprised of our _____ and _____ for long-term goals.

Contrary to what most people believe - Life's high achievements aren't met by those who are innately talented, but by those who persevere, endure, and never give up!

Notable Quotable: In order to succeed one must have perseverance, tenacity, and common sense (T. Edison)

Why does GRIT matter?

Grit helps people stick to their commitments

Our potential is one thing ...what we do with it is quite another.

Grit involves working on something you care about so much that you're willing to stay loyal to it.

It's doing what you love and staying in love with it.

How Gritty are YOU?

GRIT: A combination of passion and perseverance – recognizable, but is it measureable?

What is YOUR overall Grit Score??
Compared to other American's in general?

Break it down further: Passion vs. Perseverance Scores
Perseverance score tend to be higher than Passion Scores for most people. Where are your scores?

How to get more Gritty from the inside-out

Growing Grit is comprised of interest, practice, purpose, and hope!

1. Interests in the Early Years: not discovered through introspection – interests are triggered by interactions with the outside world. It's a messy, serendipitous, and seemingly inefficient, yet absolutely necessary process. You cannot force interest on yourself. Can't think your way to being interested in something.

Every expert starts out as an unserious beginner!

Interests are discovered and developed in the early years. Warm and supportive parental and teacher encouragement during this time is crucial. Will the child persist or cut bait?

Young children need small wins like air. Much applause. Freedom to select interests to figure out what they enjoy. Don't rush this process or you risk bludgeoning the budding interest process, which is very, very hard to get back.

You can cultivate your interests at any age!

2. Practice (perseverance) occurs in the middle years: passion is fostered by “deliberate” practice. A major advantage of grit is simply spending more and better quality of time on task. Involves the attitude of looking forward and wanting to grow – a persistent desire to do better! Focused practice, seeking to improve in weak areas, and anxious to hear feedback from others. Then they practice again setting new, stretch goals. Subtle refinements in practice lead to dazzling mastery.

Teachers and parents need to model mistake-making and problem-solving.

3. Purpose usually occurs during the later years and is another source of passion like interest: Purpose is the intention to contribute to the well-being of others. The idea that what we do matters to people **OTHER THAN OURSELVES**. Purpose starts with a spark, which is something you are interested in.

The mature passions of gritty people depend on both interest and purpose. **Grittier people are dramatically more motivated than others to seek a meaningful, other-centered life – they see their ultimate aims as deeply connected to the world beyond themselves.**

How Do You View Your Work?

Your view of your work, not the occupation itself, is much more important than the job title!

“Think On Its”:

1. Reflect on how the work you’re already doing can make a positive contribution to society.
2. Think about how, in small but meaningful ways, you can change your current work to enhance its connection to your core values.
3. Find inspiration in a purposeful role model.

Connect your work to a purpose beyond yourself.

4. Hope: 2 General Types

- The non-gritty person says the universe will make tomorrow a better day (depends on concept of luck)
- The gritty person says my own efforts will improve my future – I resolve to make tomorrow better. (no luck involved, I will get up again!)

Suffering without control leads to depression = learned helplessness – see hurdles as permanent and pervasive – their perceived intractability leads you to give up.

Flip side of LH is LO Learned Optimism (I won’t quit response to adversity) – see hurdles as temporary and specific; their flexibility motivates you to start clearing them away as problems.

It’s the subjective interpretations of events, not the objective events themselves THAT GIVE RISE TO OUR FEELINGS AND OUR BEHAVIOR.

Bottom line: keep searching for ways to change your situation for the better and you stand a chance of finding them.

“Whether you think you can, or think you can’t – you’re right!” (H. Ford)

Language is one way to cultivate HOPE. The words we use with ourselves and others matter. But modeling a growth mindset – demonstrating by our actions that we truly believe people can learn to learn – may be even more important. Learn to hope when all seems lost!

How to get more gritty from the outside-in

What can we do to grow grit in young children and others? We ask this question when a loved one isn’t close to realizing his/her potential.

Parenting and Educating for GRIT: Helping children develop their GRIT potential

Developing your personal grit depends critically on other people (parents and educators)

Parenting and educating for Grit: 2 general theories

Theory 1: Belief that grit is forged in the crucible of adversity – What doesn’t kill you makes you stronger – Nietzsche

Theory 2: Belief that grit (passion and perseverance) bloom when children are lavished with unconditional affection and support. Very permissive approach. Be yourself....

*****Expectations with support/ Freedom with limits*****

Children will imitate the grown-up. **How much grit do YOU model?**

Be a wise parent/educator (bring forth). Have high expectations with unwavering support.

Example: post it notes on papers with feedback and “...feedback because I have very high expectations and I know you can reach them” 40 vs 80% decided to turn in a revised essay.

The Gritty Conclusions:

Grit leads to success, but does it lead to happiness?

Happiness and success are related, but not synonyms. Studies find that the grittier someone is, the more likely they'll enjoy a healthy emotional life.

The Bottom Lin on Grit: GRIT GOES HAND IN HAND WITH WELL-BEING!

While grit is not everything, it is a valuable intrapersonal character virtue in addition to self-control over emotions, gratitude, and social intelligence – the things that help you get along with – and provide assistance to – other people. Most predictive of academic achievement.

To be GRITTY: Do difficult things that interest you for the sake of others and choose to HOPE when all seems lost. While we all face limits in talent and opportunity – our biggest limits are self-imposed.

To be gritty means we fall down 7 times and we get up 8!