

Emotional Resiliency: How Attitude and Adaptability Affect Achievement



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Elizabeth's Story

- 9 year old Elizabeth
- First gymnastics meet
- Nervous but good at gymnastics and confident about doing well
- Went first - did well - others after her did better
- At the end of the night she went home with no ribbons, devastated



Elizabeth's Story - What Would You Do?

- Tell Elizabeth *you* thought she was the best
- Tell her she was robbed of a ribbon that was rightfully hers
- Reassure her that gymnastics is not that important
- Tell her she has the ability and will surely win next time
- Tell her she didn't deserve to win



Protect Children From Failure! Is That Good? Or Bad?

- Insincere - she wasn't the best
- Blaming - it wasn't her, it was 'them'
- Devaluing - not important in the end
- Ability - does it take you where you want to go?
- Truthful
- How can we tell the truth in a way that both shows love **and** builds resilience?



Dad's Response

- Elizabeth, I know how you feel. It's so disappointing to have your hopes up and to perform your best but not to win.
- But you know, you haven't really earned it yet.
- There are many girls who have been in gymnastics longer than you and worked a lot harder.
- If this is something you really want, then it is something you will really have to work for.



Agenda

- Fixed Mindset
- Growth Mindset
- What Can We Do As Parents/Teachers to Promote Resilience?
- Why Is Building Resilience So Important?



Carol Dweck's Mindset

Fixed Mindset

- Either I am smart or I am not
- One is born with a certain amount of intelligence
- Smart is making no mistakes, going fast, and about the outcome being perfect
- Failure isn't an action, it is an identity
- If I fail, people will realize I was/am an imposter and I am not a good person
- So if I fail, I might not just be judged, but I might also be unlovable



Quotes That Support a Fixed Mindset

- You got an “A”! You are a born mathematician.
- You did that so quickly with no mistakes. You are so smart!
- I wasn’t a good English student so you probably won’t be good either.
- Let’s get out of that class and go where you can develop your strengths.



Why Might Gifted Students Have A Fixed Mindset?

- A test or two (or placement) has labeled them smart
- Stereotypes define us - “You are the smart one”
- They have been told they were smart based on aptitude in certain areas - they weren’t told they were smart based on their ability to bounce back
- Many students trust others’ estimates of their talent - and live up to them - good or bad
- They live in a competitive, tracked world and it has helped develop their identity
- We have sheltered them from difficult experiences based on the best of intentions



Growth Mindset - Alfred Binet

- “A few modern philosophers...assert that an individual’s intelligence is a fixed quantity, a quantity that cannot be increased. We must protest and react against this brutal pessimism...With practice, training, and above all, method, we can manage to increase our attention, our memory, our judgment and literally to become more intelligent than we were before.”



Carol Dweck's Mindset

Growth Mindset

- A belief that effort is a positive, constructive force
- Development and progress is important - not just the product or outcome
- One can substantially change, stretch, and grow and it is fun to do so
- Brains can become bigger-Challenge is good
- Being on a learning edge is the smart thing to do



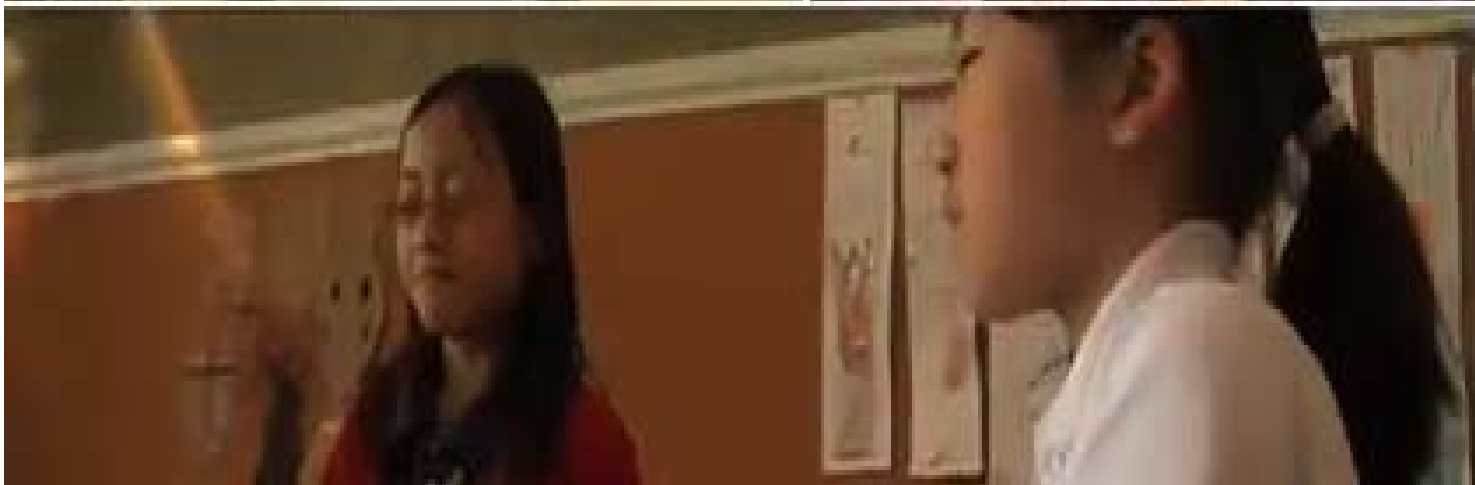
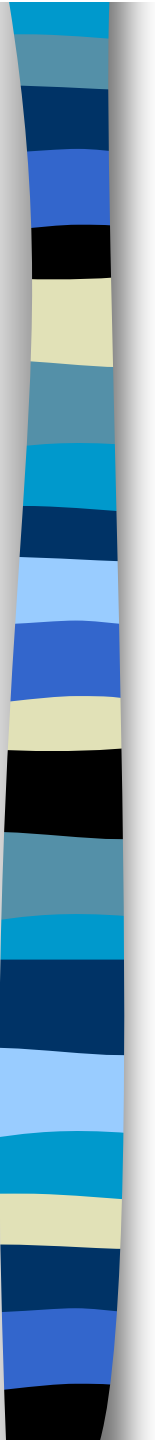
Quotes That Support A Growth Mindset

- Setbacks aren't fun but they are part of life and you have the ability to bounce back.
- This is hard and that is ok.
- You might have gotten a "B" but that doesn't make you a "B" person.
- Failure doesn't mean you are dumb. With some effort and support you can grow and succeed.



Why Is Living in the Growth Mindset So Difficult?

- Larger society has said for such a long time that “success is about being more gifted than others, that failure does measure you, and that effort is for those who can’t make it on talent.”
- We don’t talk about vulnerability and struggle as good things - insta-success society. Great! Fine!
- We have told our students they could be anything they want to be and it isn’t always true.
- It is hard to sit with someone who is struggling or trying to cope.
- We don’t applaud risk-taking.





Learned Optimism - Seligman

“A Culture of Revision and Redemption” (Pope)

- Think of Failure As...
 - Short Term
 - Localized
 - Due to Specific Causes
- Think of Success As...
 - Long Term/Global
 - Globalized
 - Due to Hard Work



Habits of Mind

Costa and Kallick

- Persistence
- Managing Impulsivity
- Taking Responsible Risks
- Applying Past Knowledge to New Situations
- Remaining Open to Continuous Learning



Praise Effort - Live in Growth

- “Praising for intelligence hands them not motivation and resilience but a fixed mindset with all its vulnerability.”
- So ask these types of questions to foster a growth mindset:
 - What did you learn today?
 - What mistake did you make today that taught you something?
 - What did you try hard at today?
 - You know what I did today that I struggled with?



Growth Mindset

Why Is It Important in the Long Run?

- We will need ‘self-directed people in this other-directed world.’
- The world is fast-changing and we need to be able to survive in this new and unexpected environment.
- We will need the ability to deal with ambiguity and complexity in a more global society.



Resources

- The Blessing of a Skinned Knee - Wendy Mogel
- Habits of Mind - Art Costa and Bena Kallick
- Mindset - Carol Dweck
- Learned Optimism - Martin Seligman
- Parent's Guide to Building Resilience in Children and Teens: Giving Your Child Roots and Wings - Kenneth R. Ginsburg