

DEVELOPING *Resilience + Grit*



So often many people **view their challenges as failures**, and they **lose all motivation** to go on with their endeavours. However, **failure is actually success in progress**. Learn how to **thrive with failure and grow from your weaknesses to become resilient and 'gritty'**.

Many times the feeling of failure leads to a loss of motivation for any type of endeavour - relationships, career, fitness, diet, business, parenting, schooling, sports, etc. This is often because a lot of people have grown up with a fixed mindset. Carol Dweck, a psychologist and researcher defines a fixed mindset as a belief that one's basic qualities such as their intelligence or talents are fixed. Therefore, one perceives themselves as having limited abilities rather than working towards developing them and growing stronger.

GROWTH MINDSET

In her research, Dweck also documents that when individuals fail at something, they tell themselves that they aren't

capable of ever accomplishing that task or they will make excuses to rationalize their behaviour. Alternatively those with a growth mindset view their failures as an opportunity to develop their skills and abilities. They have a desire to learn and a tendency to:

- **embrace** challenges
- **persist** in the face of obstacles
- **see effort** as a path to mastery
- **learn** from criticism
- **find lessons** and inspiration in the success of others

The growth mindset builds a resilient attitude in individuals.

BECOMING RESILIENT

Resilience is the ability to cope with stress and to 'bounce back' from adversity in a positive,

self-regulating manner. Harvard Health cites, *'resilience is associated with longevity, lower rates of depression, and greater satisfaction with life. "There's a sense of control, and it helps people feel more positive in general."**

According to research by Susan Kobasa, a psychologist - she found that resiliency has three elements associated with it:

1. **Challenge** - failures and setbacks are viewed as learning opportunities for growth.
2. **Commitment** - goal-orientated and having a positive future vision of self.
3. **Personal control** - confident and focused on controllable situations and events rather worrying about things beyond one's control. *

GRIT IS THE ENGINE THAT MOVES US TOWARD OUR GOAL. RESILIENCE IS THE OIL THAT KEEPS THE ENGINE MOVING TOWARDS SUCCESS.

UNDERSTANDING GRIT

Much like resilience, grit is a trait that develops through experience. Angela Lee Duckworth, psychologist and professor at the University of Pennsylvania led a study on grit and has found grit to be a common factor among the high-achievers she has studied. She defines grit as, *"the tendency to sustain interest in and effort toward very long-term goals"* (Duckworth et al., 2007).

Grit is sustained, consistent long-term effort towards a goal even when one struggles, falters or fails. Furthermore, grit involves passion and perseverance. The five characteristics of grit are:

1. **Courage** to face adversity, fears and challenges.
2. **Conscientiousness: achievement oriented vs. dependable**, looking at the big picture and being ready for challenges.
3. **Long-term goals and endurance: follow through**, to persevere, practice with a purpose.
4. **Resilience: optimism, confidence, and creativity**. Bouncing back from setbacks and staying positive.

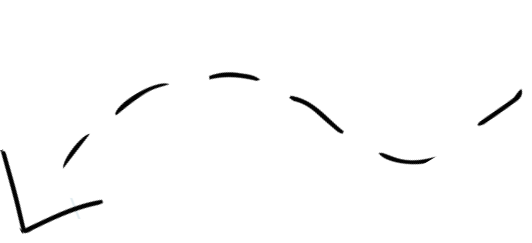
5. **Excellence vs. Perfection**. Following your passions and focused on growth through learning.

Grit provides understanding of why some people succeed while others fail. In short, it's because those that succeed view mistakes as temporary opportunities to learn and grow, and they have a passion and focused persistence.

OVERCOMING YOUR FAILURES AND SETBACKS

Resilience, grit and growth mindset are interconnected are developed over time. It's a lot like developing your muscles, you need to identify your goals and commit to your action plan while 'exercising' self-discipline, persistence and patience. In the process, you will begin to raise your self-awareness which will lead you towards identifying your strengths, weaknesses and potential challenges that you may encounter.

By cultivating a growth mindset, you better understand that your abilities and behaviours are not fixed, and you can start to transform your lifestyle. This type of mindset requires you to understand that taking certain risks will lead you to failure - knowing how to rebound from setbacks while applying your resilience and grit is what will drive you ahead in achieving your short and long-term goals.



DO YOU THINK YOU CAN BENEFIT FROM DEVELOPING RESILIENCE AND GRIT? (IF YOU AGREE WITH MOST OF THESE, YOU MAY NEED BECOME RESILIENT AND GRITTY)

- You tend to internalize constructive criticism
- Challenges and setbacks discourage you to go on with your endeavours
- You compare yourself negatively with others
- You have a fixed perspective about your weaknesses
- You have difficulty committing to your long-term goals
- You don't adjust to change easily
- You often let your failures derail you from achieving yours
- You rarely act upon your curiosities to acquire more information and wisdom to grow

HERE ARE 10 STRATEGIES TO HELP YOU DEVELOP RESILIENCE AND BUILD GRIT

#1 Expressive writing. Spend 20 minutes each day free writing. It's a scientifically proven way to overcome rumination and to confront ideas by exploring your deepest thoughts and fears. This helps you develop new perspectives and gain a sense of control.

#2 Focus on being flexible. Be open to hearing different ideas and adopting new beliefs and perspectives on matters.

#3 Practice self-compassion. Reflect on your actions and behaviours without judgement. Respond to your struggles with thoughts of understanding and acceptance.

#4 Commit to making small goals. Each day commit to fulfilling three small goals. This helps build up your grit.

#5 Learn from your mistakes. Each time you fall short of obtaining your goals or encounter a setback, shift your thinking towards understanding the learning opportunity that you've been presented with.

#6 Challenge your weaknesses. Try to workout your weakest 'muscles.' For example, if you often don't speak up on issues, try to use your voice more. Do more of what scares you and confront your fears. It will help you develop more confidence and courage.

#7 Meditate. Practice mindfulness often. It brings you into the present moment and offers techniques to deal with negative emotions when they arise.

#8 Manage stress. Learn to take care of your mind and body by exercising, eating healthy, and sleeping well. This will better help you to cope with challenges.

#9 Surround yourself with successful people. Successful people are 'gritty.' They are good mentors, role models and motivators. Observe the behaviours and attitudes of strong, resilient people and take note of how they deal with challenges.

#10 Satisfy your curiosities and interests. Be active in pursuing your interests, they fill you up with passion and elevate your desire to stay determined. Explore your curiosities, they will push you out of your comfort zone.