

Resilience – The Key to Moving from Surviving to Thriving

Fellows Program – Second Meeting
September 29, 2015



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

1

Resilience

- The ability to become strong, healthy, or successful again after something bad happens

Source: Merriam-Webster 2015



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

2

Resilience

- A Personal Example



Small Group Discussion: Resilience

- We are going to work in small groups
- Your group consists of the people sitting around your table
- We are going to individually answer the first five questions on the first page of the handout
- Once everyone has answered the questions discuss your thoughts on resilience with your group
- When I announce we have five minutes left, silently answer the “Reflections” questions



Small Group Discussion: Resilience

- Describe a time in your life when you suffered a major professional or personal setback.
- Did you ultimately bounce back to where you started from?
- How long did it take to get back to your starting point?
- What helped you get back to your starting point?
- What have you learned to help you bounce back after future setbacks?



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

5

Small Group Report Out: Resilience

- Take 5 minutes and complete the “Reflection” Questions
- What did we learn from our conversation



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

6

Positive Psychology: The Psychology of Happy?!



Not So Fast!

Image courtesy of stockimages at FreeDigitalPhotos.net



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

7

Positive Psychology

- University of Pennsylvania
- Martin Seligman
- The Psychology of Happy?!



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

8

Positive Psychology

Key Elements of Positive Psychology:

- Pleasure and Gratification
- Strength and Virtue
- Meaning and Purpose



New Insights into Achievement

Angela Duckworth

- Management Consultant
- Math Teacher
- Psychologist

Why did IQ not accurately predict success in a variety of settings?

What is the “secret sauce”?



Self-Control

- Is the voluntary regulation of behavioral, emotional, and attentional impulses in the presence of momentarily gratifying temptations or diversions

Source: Duckworth & Seligman, 2005; Duckworth & Steinberg, 2015

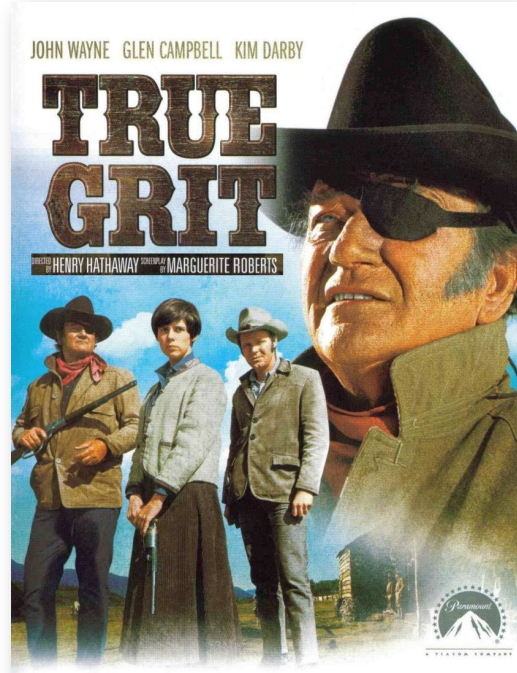
Self-Control



Grit

“The tendency to sustain interest in and effort toward very long-term goals” (emphasis added)

Source: Duckworth et al., 2007



Research Bummer

- On average, individuals who are gritty are more self-controlled, but the correlation between these two traits is not perfect:
 - Some individuals are paragons of grit but not self-control, and some exceptionally well-regulated individuals are not especially gritty.

Source: Duckworth & Gross, 2014



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

15

Grit

- A Personal Example



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

16

Grit Assessment

Mobile Device or Paper Option

- Mobile – faster and helps w/ research study
- Paper – low tech and easy



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

17

Online Grit Assessment

[https://sasupenn.qualtrics.com/jfe/form/
SV_06f6QSOS2pZW9qR](https://sasupenn.qualtrics.com/jfe/form/SV_06f6QSOS2pZW9qR)

[https://sasupenn.qualtrics.com/jfe/
form/](https://sasupenn.qualtrics.com/jfe/form/)

SV(underscore)06f6QSOS2pZW9qR



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

18

Grit Assessment

- Complete the Assessment
- If using the paper version, calculate your score



Grit Assessment: Your Score

- | | |
|---|--|
| <ul style="list-style-type: none"> • For questions 1, 4, 6, 9, 10 and 12 assign the following points: 5 = Very much like me 4 = Mostly like me 3 = Somewhat like me 2 = Not much like me 1 = Not like me at all | <ul style="list-style-type: none"> • For questions 2, 3, 5, 7, 8 and 11 assign the following points: 1 = Very much like me 2 = Mostly like me 3 = Somewhat like me 4 = Not much like me 5 = Not like me at all |
|---|--|

Add up all the points and divide by 12.

The maximum score on this scale is 5 (extremely gritty), and the lowest score on this scale is 1 (not at all gritty).



Can You Become Grittier?

The theory is that you CAN become grittier.

Research is currently underway to validate approaches to increasing grit.

We DO know that there are tools and techniques from Positive Psychology that increase your effectiveness.



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

21

Increasing Your Likelihood of Success

- Set Goals (Learning v. Performance)
- Take Risks
- Prime Your Environment (Symbols)
- Compete Against Yourself
- Savor Success
- Power of Hope – belief in purpose, something greater than self



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

22

Small Group Discussion: Grit

- What was your Grit score?
- Does that scorer seem accurate to you?
- Do you have an example of goal in your life where you have been particularly gritty?
- What distinguishes that goal from your “typical” goals?
- What can you do to be “grittier” in pursuit of your other goals in the future?



Small Group Report Out: Grit

- Take 5 minutes to complete the “Reflection” Questions
- What did we learn from our conversation



Thank You!

John E. Mitchell

KM Advisors

1341 W. Fullerton Avenue #222
Chicago, IL 60614
773-486-4620

www.KMAdvisors.com

PurpleCoach@KMAdvisors.com



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY