



Resilience – The Key to Moving from Surviving to Thriving

LCLD Fellows Program
2018 Fellows Second Meeting
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Resilience Mark Watney – The Martian

- What can we learn from this video about resilience?
- What statements or behaviors make you think Watney will bounce back?
- Does any of this apply to our lives?




Resilience

“The ability to become strong, healthy, or successful again after something bad happens.”

Merriam-Webster Dictionary 2015

“The capacity of a system, enterprise or individual to maintain its core purpose and integrity in the face of dramatically changed circumstances.”


Resilience: Why Things Bounce Back, Andrew Zolli and Ann Marie Healy 2013



Resilience


A Personal Example

- Courtroom drama: racially diverse Perry Mason “wanna be” eager to become a trial lawyer , an allegedly forged document, and Judge McNamara - NOT a winning combination!




Small Group Discussion: Resilience – Instructions

- 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?



Small Group Report Out: Resilience

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



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What’s YOUR Perspective?




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Positive Psychology: The Psychology of Happy?!







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A “Positive” Approach to Life

- **Positive Psychology** is the scientific study of the strengths that enable individuals and communities to thrive. The field is founded on the belief that people want to lead meaningful and fulfilling lives, to cultivate what is best within themselves, and to enhance their experiences of love, work, and play.

Source: University of Pennsylvania • <https://ppc.sas.upenn.edu/>



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Techniques to Build Resilience:

- Sleep
- Mindfulness
- Social Connection
- Emotional Regulation






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Techniques to Build Resilience:

A Lack of Sleep ...

- **Diminishes:**
attention, concentration, decision making, emotional regulation, memory, creativity and more
- **Increases:**
depression, anxiety, appetite, impulsiveness, etc.
- **Potential Solutions:**
power naps, going to bed 20 minutes early each night, if you consume alcohol drink it earlier in the evening

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Techniques to Build Resilience:

- Mindfulness – a no/low cost way to enhance everything you do
- Intentionally Paying Attention to what you are doing in the Present Moment without Judgment
- Examples include: yoga, meditation, breathing exercises, “flow” physical activities



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Techniques to Build Resilience:

- Social Connection can make the difference between bouncing back/forward and becoming another lawyer statistic (substance abuse, depression, suicide, etc.)
- Play ... with others
- Take yourself a little bit less seriously



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Techniques to Build Resilience:

- Emotional Regulation and Self Awareness are keys to personal and professional success
- Reject the logic vs. emotion decision-making myths
- Explore your emotions – get in touch with what triggers your emotions and manage your responses
- Connect with the people in your life who tend to project positive emotions – it is contagious!



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Putting it all Together

What can we learn from applying these techniques to the professional challenges we face at work?

- disappointing/surprising performance review
- did not get a promotion you thought you would
- not staffed on a high-profile deal/case
- your mentor or main source of support leaves the organization
- influential superior does not work with you
- your assistant/paralegal made a mistake and you have to take responsibility for it
- A superior blames you for his/her mistake



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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”?



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Grit

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



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True Grit Ignore the Media Hype

Three Key Elements:

- Sustained Interest (Passion)
- Sustained Effort (Perseverance)
- Against a LONG TERM Goal (Time)



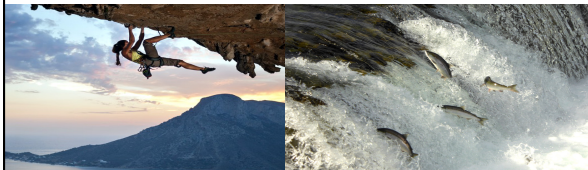
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Passion



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Perseverance



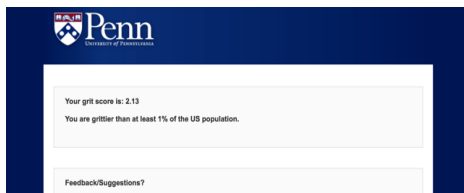
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Long Term Goals



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John's Score



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Grit A Personal Story

- My Grit Score and What it Tells Me
- A Personal Example



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Small Group Discussion: Grit – Instructions

- 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 second page of the handout
- Once everyone has answered the questions, discuss your thoughts on Grit with your group
- When I announce we have five minutes left, silently answer the “Reflections” questions



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Small Group Discussion: Grit

- What was your Grit score?
- Does that score seem accurate to you?
- Do you have an example of a 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?



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Small Group Report Out: Grit

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



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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.
- Four Factors to Consider to Become Grittier at Work: Interest, Practice, Purpose, Hope



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Grit Factors #1 Interest

- Higher job satisfaction when job = personal interests
- Perform better at work when job interests you
- Interest – the desire to learn new things is a basic human drive



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Grit Factors #2 Practice

- *Kaizen* – continuous improvement
- Forward Looking – Desire to Grow
- 10,000 Hours + to achieve mastery
- Deliberate Practice
 - Defined stretch goal
 - Full Concentration & Effort
 - Immediate & Informative Feedback
 - Repetition with Reflection and Refinement



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Grit Factors #3 Purpose

- The Intention to contribute to the well being of others
- The Bricklayer Parable
 - Laying Bricks
 - Building a Wall
 - Creating a Cathedral
- Meaning
 - Job
 - Career
 - Calling



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Grit Factors #4 Hope

- We CAN improve our future (belief)
- Learned Hopelessness
- Learned Optimism
- Growth vs. Fixed Mindset



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Increasing Your Likelihood of Success

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



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The Dark Side of Grit



Image Source: YouTube: pugnewmag.com; deviantart.com; hoolah.ru

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Authentic Grit

Grit is the “pursuit of hard goals that awes and inspires others to become better people, flourish emotionally, take positive risks, and live their best lives.”

Getting Grit: An Evidenced Based Approach to Cultivating Passion, Perseverance and Purpose. Caroline Adams Miller



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The Dark Side of Grit: Faux Grit

“Those who pretend to themselves and others that they have achieved difficult things but who have taken short cuts or faked those accomplishments to obtain admiration.”

Getting Grit, Caroline Miller




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The Dark Side of Grit: Stubborn Grit


“The obstinate pursuit of a long term goal that presents more negatives than positives because circumstances have changed.”

Getting Grit, Caroline Miller



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Questions?



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Thank You!

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