

LVX
VERITAS
VIRTUS

Lesson 7: Mindset, GRIT, and Mindful Learning

ENCP6000

Career Management for Engineers



Hosted by the MGEN co-op team



40 Under 40 Honoree
MS Alum '05

Speaker Series Ft. Rekha Kamat

3DEXPERIENCE Platform
Strategic Business
Development Executive
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THURSDAY, NOVEMBER 7TH
4:45 PM
WEST VILLAGE F 020



The Handshake

Lesson 7 Learning Objectives

- Distinguish between a growth and fixed mindset
- Discuss the relationship between a growth mindset and your approach to success, failure and effort
- Understand GRIT and the role effort plays in GRIT
- Explain what mindful learning is and its effect on your work and studies

Take the Mindset Quiz

- Page 36 in your syllabus; 5 minutes max
 - Read each question and respond carefully
 - Circle best response (no right or wrong answers)
- Now, let's give it some points
- Going from Left to Right:
 - 1st Column - 3 Points
 - 2nd Column - 2 Points
 - 3rd Column - 1 Point
 - 4th Column - 0 Points
- Total both sides and add scores.

What was your score?

- | | |
|----------|--------------------------------------|
| A. 45-60 | Strong Growth Mindset |
| B. 34-44 | Growth Mindset with some fixed ideas |
| C. 21-33 | Fixed Mindset with some growth ideas |
| D. 0-20 | Strong Fixed Mindset |

We call this view our MINDSET
We categorize it as either FIXED or
GROWTH



People with a **FIXED** Mindset believe that...

- Basic qualities are fixed traits that can't change
- Documenting intelligence or talent is more important than developing it
- Talent alone creates success—without effort!



Can be limiting!

What is a GROWTH mindset?



- Basic qualities can be developed!
- Brains and talent are just the starting point...
- Hard work, dedication, and effort are key (10,000 hours)
- Love of learning and resilience are essential!

Fixed Mindset

Leads to a desire to look smart
and therefore leads to a
tendency to....

...avoid

...give up easily

...see effort as fruitless or
worse

...ignore useful negative
feedback

...feel threatened by the
success of others

Challenges

Obstacles

Effort

Criticism

**Success of
Others**

Growth Mindset

Leads to a desire to learn and
therefore leads to a tendency
to....

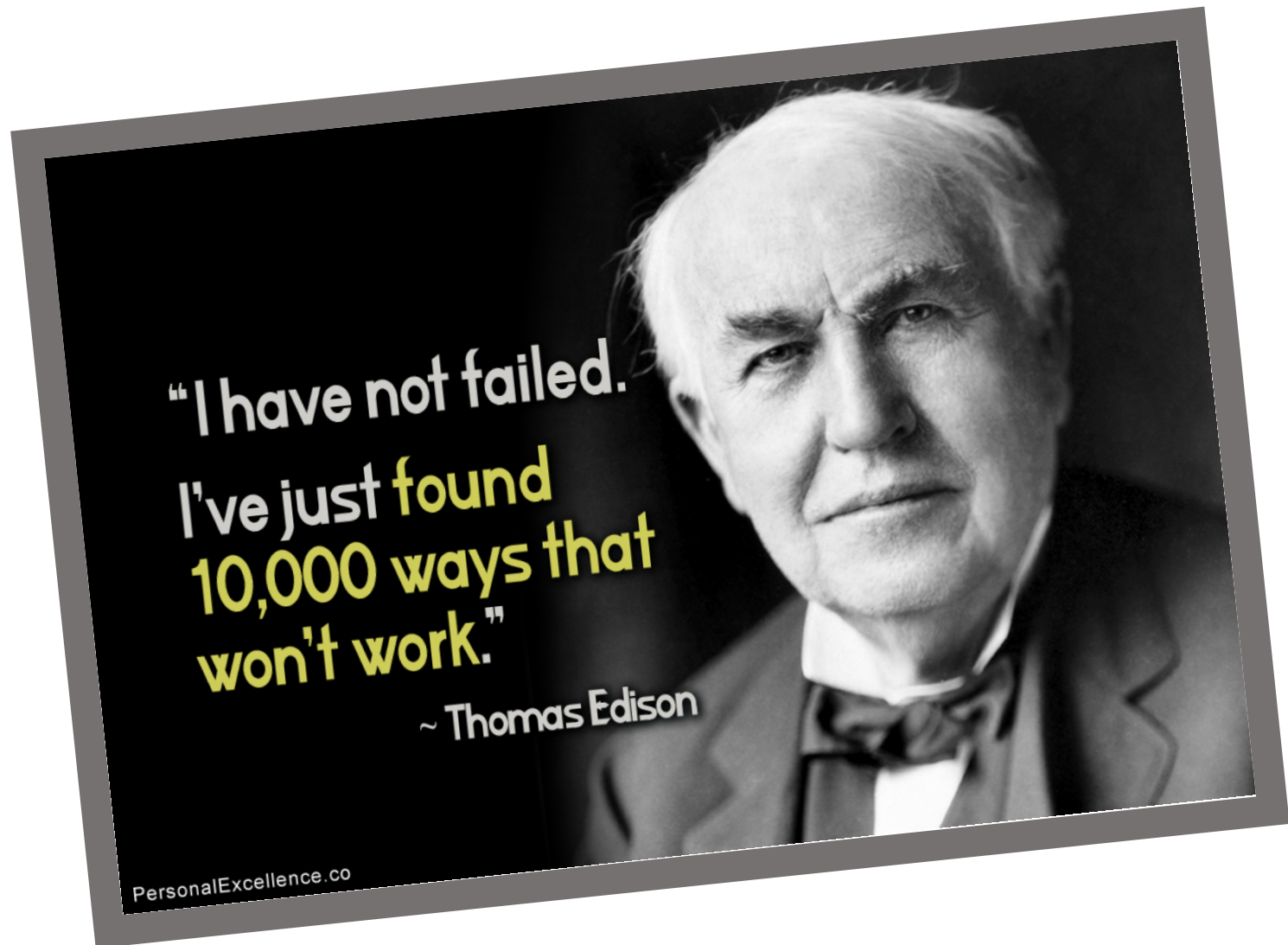
...embrace

...persist in the face of
obstacles

...see effort as the path to
mastery

...learn from criticism

...find lessons and inspiration
in the success of others



	Not at all like me	Not much like me	Some- what like me	Mostly like me	Very much like me
1. New ideas and projects sometimes distract me from previous ones.	5	4	3	2	1
2. Setbacks don't discourage me. I don't give up easily.	1	2	3	4	5
3. I often set a goal but later choose to pursue a different one.	5	4	3	2	1
4. I am a hard worker.	1	2	3	4	5
5. I have difficulty maintaining my focus on projects that take more than a few months to complete.	5	4	3	2	1
6. I finish whatever I begin.	1	2	3	4	5
7. My interests change from year to year.	5	4	3	2	1
8. I am diligent. I never give up.	1	2	3	4	5
9. I have been obsessed with a certain idea or project for a short time but later lost interest.	5	4	3	2	1
10. I have overcome setbacks to conquer an important challenge.	1	2	3	4	5

Grit Quiz ... p. 38

- 5 minutes maximum
- No Correct Answers
- Add up your total points

Academic Grit

What is GRIT?



An individual's passion coupled with [motivation](#)



Perseverance to overcome obstacles or challenges



[Hardiness](#), [resilience](#), ambition, [need for achievement](#) and [conscientiousness](#)

Thinking About GRIT

Talent x Effort = Skill

Talent is how quickly your skills improve when you invest effort.

Skill x Effort = Achievement

Achievement is what happens when you take your acquired skills and use them.

Note that effort factors into the calculation twice. Effort builds skills and effort makes skills more productive.

GRIT Score: How Gritty are you?

- To calculate your total grit score, add up all the points for the boxes you checked and divide by 10. The maximum score on this scale is 5 (extremely gritty), and the lowest possible score is 1 (not at all gritty).

Percentile	Grit Score
10%	2.5
20%	3.0
30%	3.3
40%	3.5
50%	3.8
60%	3.9
70%	4.1
80%	4.3
90%	4.5
95%	4.7
99%	4.9



Ask Yourself

- What does this have to do with co-op or my career?
- How will you be successful in your job?
- How will you approach a new job?
- How will you respond to not getting an interview or offer
- What will you do if you don't know how to do an assigned task?

Takeaways

- Embrace learning
- Welcome challenges, mistakes, and feedback
- Understand the role of effort in creating talent
- Potential is only one piece; what you do with it is another matter
- Aptitude does not guarantee achievement; effort is key

Making Connections

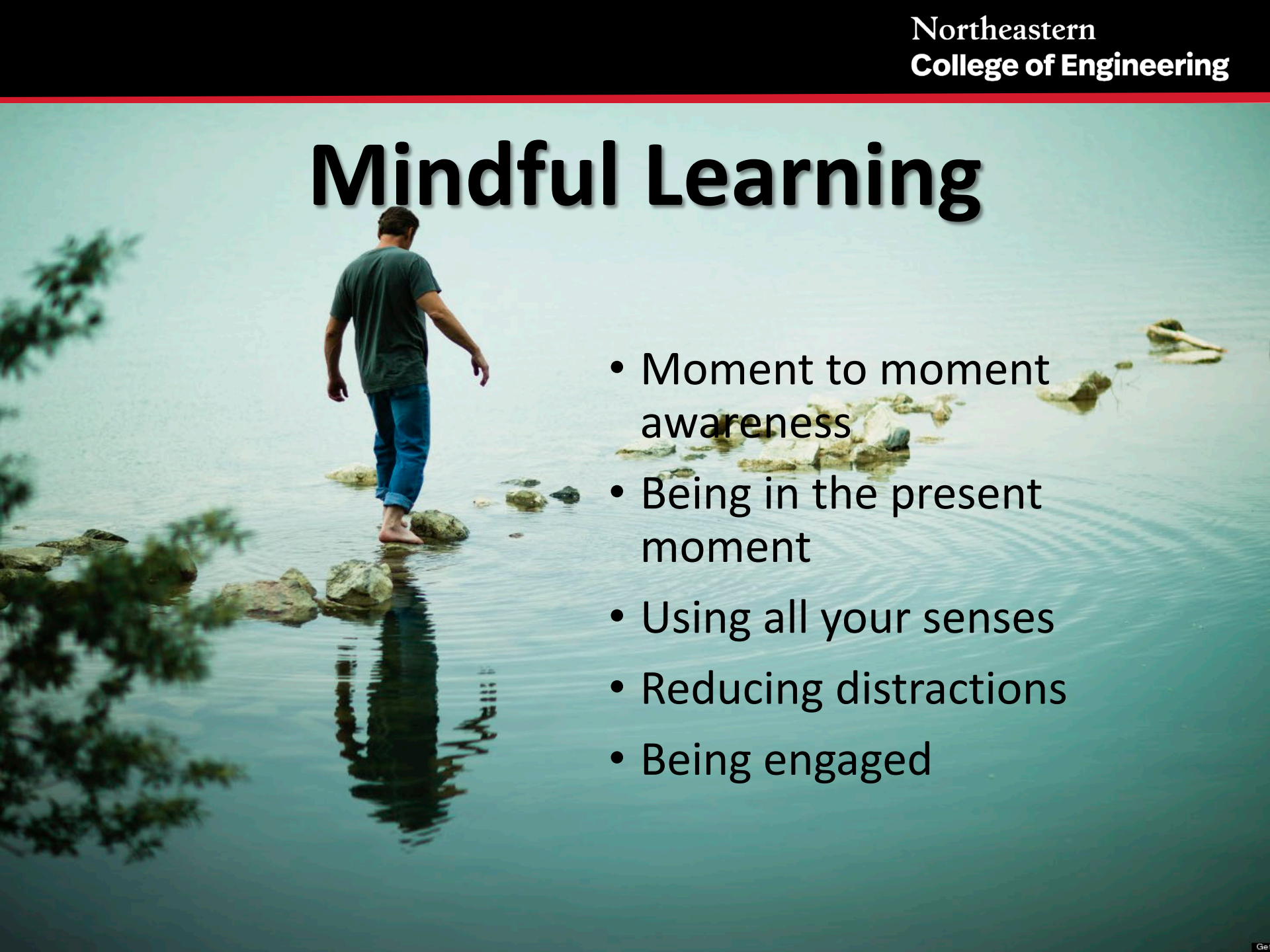


- How does mindset connect to GRIT?
 - Examples?
- What does mindset affect?
- How does it affect the other things we've discussed ?

Quick Review: Learning Objectives

1. Distinguish between a growth and fixed mindset
2. Discuss the relationship between a growth mindset and your approach to success, failure and effort
3. Understand GRIT and the role effort plays in GRIT
4. Explain what mindful learning is and its effect on your work and studies

Mindful Learning

- 
- A person is walking barefoot on a series of rocks in a calm body of water. The person is wearing a dark green t-shirt and blue jeans. The water is still, and the person's reflection is clearly visible in the water. The background is a soft, out-of-focus landscape with some trees and rocks.
- Moment to moment awareness
 - Being in the present moment
 - Using all your senses
 - Reducing distractions
 - Being engaged

Mindful Learning

What are the main points from the reading?

- Active **engagement** in a task increases the chances of liking an activity.
- Work and Play. What are the differences? Turning Work into Play.
- Myth of delayed gratification.
- Almost any task can be made pleasurable if we approach it with a different attitude.
- Increased exposure to unfamiliar stimuli.

[Ellen Langer Enliven Work with Mindfulness](#)

Another Perspective

Mindful Listening



- Are you Listening to Respond or Listening for Understanding
- A Set of Skills
- Demonstrating that you understand the thoughts and feelings being communicated
- From the speaker's frame of reference
- Reflecting- what was communicated

Mindfulness – Final Thought

- Sometimes a youthful worker will succeed at a task when more experienced workers have not.
- Why is that?
- Certainly there are factors like taking a fresh approach, using a new technology, etc., but a key component is ...
 - ... thinking outside the box

“They didn’t know it couldn’t be done”

So now...

- Map the theory to a real world job situation
- We've talked about Mindset, Mindful Learning, and GRIT
- How will you apply them to achieve your career goals?



Upcoming Assignments



- **Big Interview is due next week!!!**
- **And don't forget your final Ethics Presentations – you should be meeting with your groups to prepare!**

Questions?

