

What is grit?

Grit is about having the energy and determination to stick with your long-term objectives when you're faced with setbacks along the way. It's about hard work and determination in the long run.

What is the evidence for the importance of grit?

A study by Angela Duckworth looked at this by investigating West Point cadets to see how grit impacts success. She discovered that grit was a better predictor of success than IQ, athleticism, or past leadership experience. In their first intense summer known as "Beast Barracks," which tests physical and mental limits, higher grit-rated cadets were more likely to finish training. This really hammered home how important persistence is to goal achievement.

What is a growth mindset?

A growth mindset is the belief that you can increase your intelligence and abilities by learning, hard work, and persistence. When one has a growth mindset, they perceive challenges as a chance to get better rather than seeing them as failures.

What is a fixed mindset?

A fixed mindset is the idea that your abilities and intelligence are set and cannot be changed. People with a fixed mindset stay away from challenges, give up when things get tough, and think effort doesn't matter unless they have talent.

How do brains react with fixed and growth mindsets?

Experiments with brain scans illustrate that people with a growth mindset, when they fail, continue to register brain activity, meaning they're learning from the failure and making adjustments to succeed in the future. People with a fixed mindset, on the other hand, show very little brain activity after failures, meaning that they're leaving behind good learning opportunities.

What is the evidence for the value of a growth mindset?

Carol Dweck's study tested this among middle school children. One group of students learned the growth mindset—intelligence is something that can be developed—while another group was taught mnemonic devices. Those students who received the growth mindset instruction improved

on their grades and showed the impacts of believing they could grow and illustrated that if you believe you are able to develop, your grade will improve as time passes.

Discussion Questions

1. What is the growth mindset, and how is it different from the fixed mindset?

- The growth mindset is all about possessing the belief that you can expand your skills and intelligence, whereas the fixed mindset has the conviction that those elements are preordained.

2. Why does it matter if one has a growth mindset? Can you cite an example study supporting this?

- It actually makes individuals continue learning and accomplish greater things. For example, Carol Dweck conducted an experiment with middle school students, and students who were taught about a growth mindset actually had better grades later in life.

3. What is one common myth about having a growth mindset?

- A growth mindset, many people feel, is all about having to work hard in order to succeed. But it's not always a matter of effort; it's about using smart strategy and learning what didn't work.

4. Why is the word "yet" a game changer in developing a growth mindset?

- "Yet" suggests progress and possibility. Instead of "I can't do this," "I can't do this yet" actually encourages you.

Personal Example: Instead of telling myself, "I'm horrible at public speaking," I can tell myself, "I'm not good at public speaking yet, but I'll improve with practice."

5. Is intelligence innate? Why do you believe that?

- Not at all! Science shows us that our brains really can change and get stronger as a result of learning and exercising, so intelligence can really grow.

6. What is grit, and why is it vital?

- Grit is concerning staying on goal for your long-term objectives and loving them. It's terribly important because it helps individuals tough it out throughout bad times and succeed despite trouble.

7. Can you tell a personal tale of grit?

- (Personal response required – think about persevering through a tough class, learning something new, or navigating challenges at work.

8. What does evidence suggest that grit truly contributes to?

- Angela Duckworth studied cadets at West Point and found that grit was actually a better predictor of achievement than IQ or talent. The greater the amount of grit, the greater the chances of getting through training.

Reflection Questions

- What is something new you learned about mindset as a result of this conversation?
- (Personal response – e.g., "I now realize that our mindset determines how we tackle challenges. A growth mindset enables us to see failures as chances to learn rather than barriers.")