

Lesson 4: Mindset, Grit, Mindfulness, & Motivation

ENCP6000 Career Management for Engineers

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Lesson 4 Learning Objectives

- Distinguish between a growth and fixed mindset
- Understand the relationship between a growth mindset and your approach to success, failure and effort
- Understand GRIT and the role effort plays in GRIT
- Determine the types of motivation and which motivates you
- ***Understand Mindfulness***





Before we start the lesson, let's meditate...

[Guided Meditations - UCLA Mindful | UCLA Health](#)

- **5 Minutes Breathing Meditation**

[d1cy5zxxhbcbbk.cloudfront.net/guided-meditations/01_Breathing_Meditation.mp3](#)

- **12 minutes Meditation for Working with Difficulties**

[d1cy5zxxhbcbbk.cloudfront.net/guided-meditations/04_Meditation_for_Working_with_Difficulties.mp3](#)



Mental Health Resources

- [Northeastern University Health & Counseling Services](#)
- <https://uhcs.northeastern.edu/counseling-services/>
- University Health and Counseling provides [Mental Health](#) services to students on the Boston campus. Services are available via phone, video and in person by appointment. UHCS offers mental health walk-in hours daily.
- **Walk-in hours are available:**
 - Monday through Friday 11:00 AM – 2:00 PM
 - Tuesday and Thursday 5:00 PM – 7:30 PM
- **Find@Northeastern**
 - 24/7 Urgent mental health support is available 24 hours a day, 7 days a week from any location by calling 877.233.9477 (in the U.S.), 855-229-8797 (Canada), +1.781.457.7777 (outside the U.S.). You will be immediately connected with a mental health clinician who can provide in-the-moment support and recommendations for next steps.
 - Through [Find@Northeastern](#), students have access to a variety of mental health resources including access to unlimited free counseling sessions through UWill, moderated peer-to-peer support at [Togetherall](#), free access to the [Headspace](#) app and more.



A woman with dark hair and glasses, wearing a red sleeveless dress, stands on a circular red rug on a stage. Behind her is a large, illuminated "TEDxKC" logo. The stage floor is wooden, and the background is a red wall with horizontal slats.

TEDxKC

"Passion is not a job, a sport, or a hobby. It is the full force of your attention and energy that you give to whatever is right in front of you..."

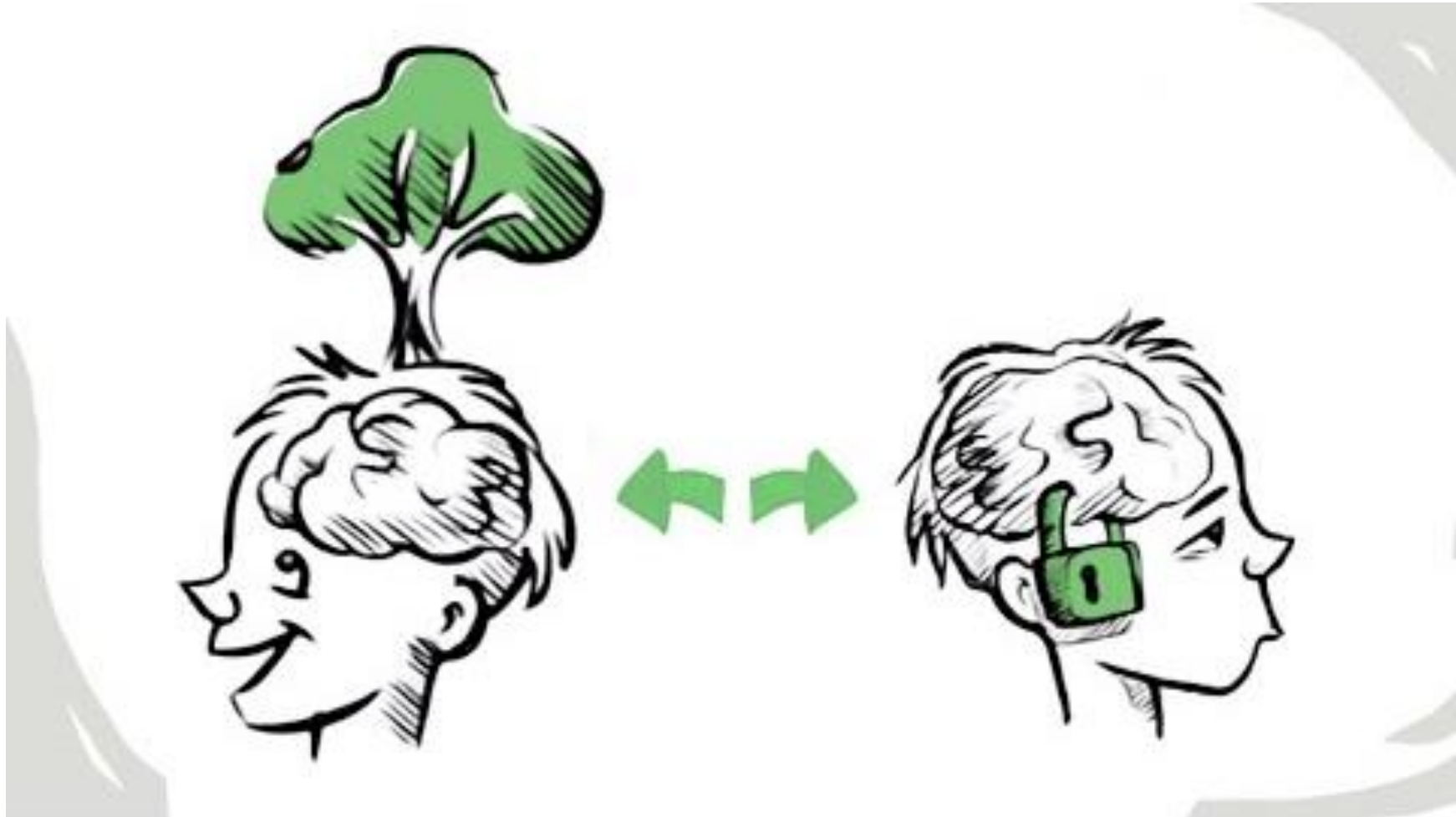
Spend your time and energy solving your favorite problems...

Passion lives in realizing what you have to contribute."

-Terri Trespicio

<https://www.youtube.com/watch?v=6MBaFL7sCb8>

Growth Mindset vs. Fixed Mindset



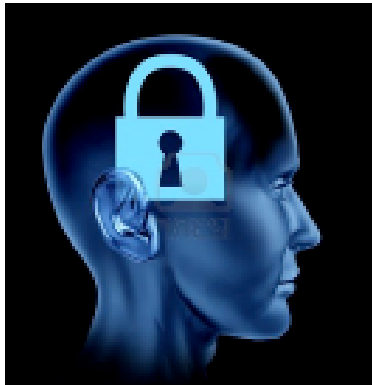
https://www.youtube.com/watch?v=KUWn_TJTrnU

(PLAY 0:24 – 0:59)



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
- Love of learning and resilience are essential!



Fixed & Growth Mindset

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



Developing a Growth Mindset



Focus on praising personal effort, strategy, or process as opposed to talent or intelligence



Celebrate mistakes – it's how we learn!



Use the word “yet” – you're not done yet!



Encourage self-reflection – what have you learned?

Anti-Racism Example of Growth Mindset

ANTI-RACISM: FIXED TO GROWTH MINDSET

@HOLISTICALLYGRACE

FIXED - COMFORT

"I DON'T KNOW WHERE TO
START OR WHAT TO SAY"

"I DON'T WANT TO GET IT WRONG
OR GET CALLED OUT"

"IT WON'T MAKE A DIFFERENCE
WHAT I DO, NOTHING IS GOING TO
CHANGE"

"I DON'T GET INVOLVED IN
POLITICS. I DON'T HAVE TIME"

GROWTH - COURAGE

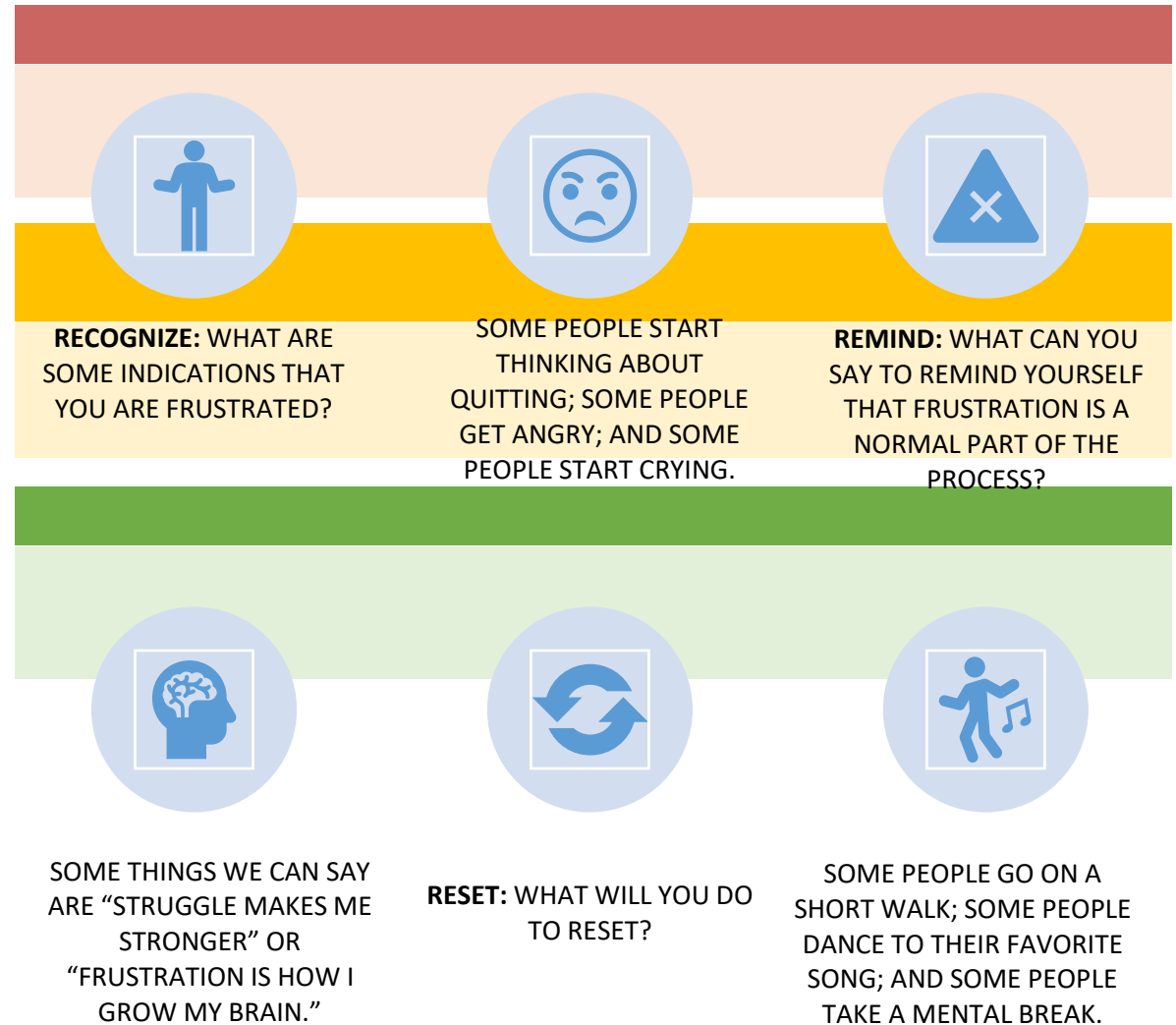
"FIRST I WILL LISTEN/READ/
WATCH. I WILL SPEAK AGAINST
INJUSTICE"

"I WILL MAKE MISTAKES, NO
DOUBT ABOUT IT. I WILL BE
GRATEFUL FOR THE LESSON"

"THINGS HAPPEN WHEN I TAKE
RISKS AND BECOME PART OF
SOMETHING BIGGER"

"THIS IS A HUMAN RIGHTS
ISSUE. THIS MATTERS, I WILL
MAKE TIME"

Navigating through Challenging Goals



GRIT

HOW GRITTY ARE YOU?

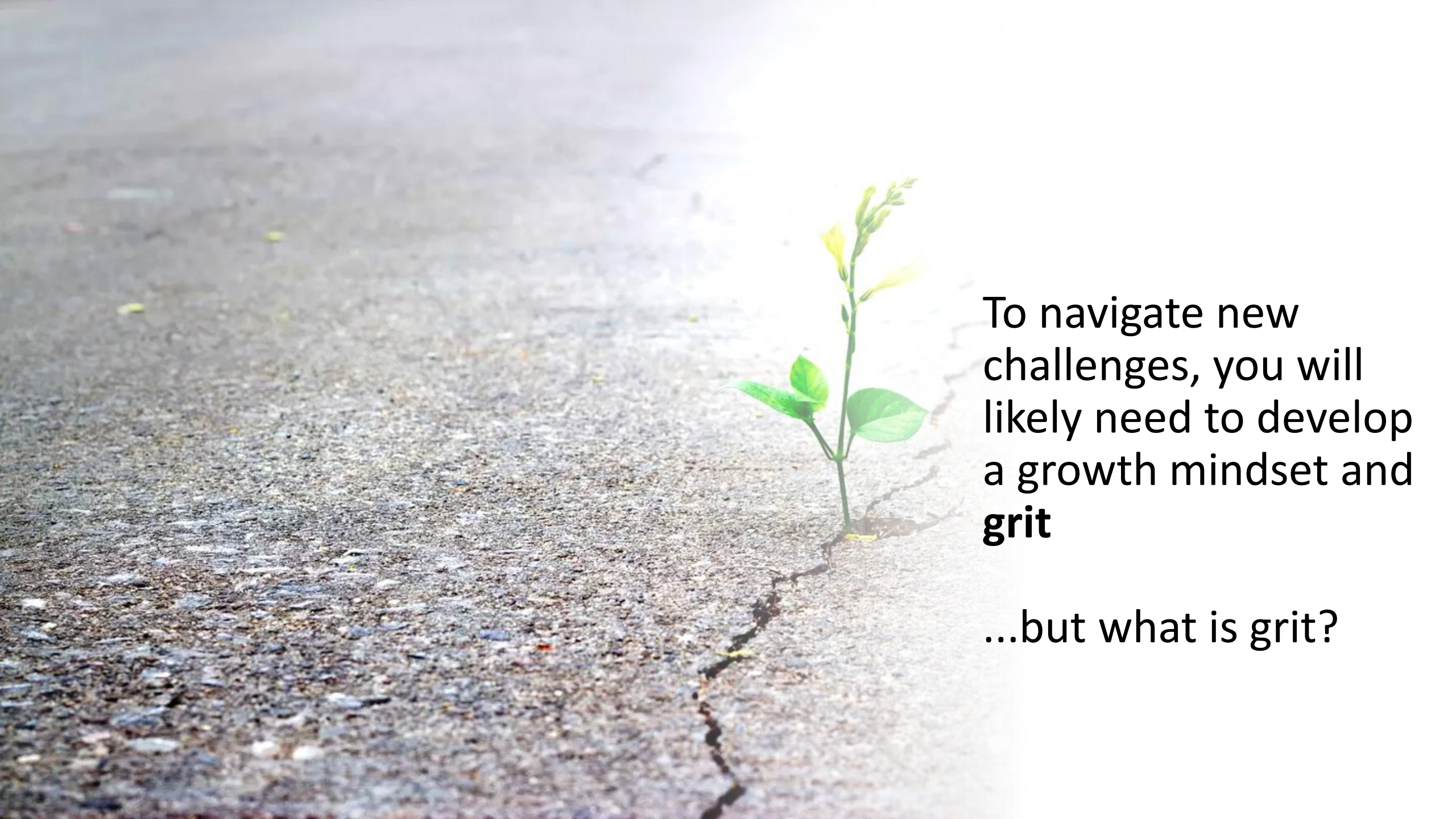
	Not at all like me	Not much like me	Some- what like me	Mostly like me	Very much like me
1. New ideas and projects sometimes distract me from previous ones.	5	4	3	2	1
2. Setbacks don't discourage me. I don't give up easily.	1	2	3	4	5
3. I often set a goal but later choose to pursue a different one.	5	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

Let's discover how *GRITTY* you are...

On a piece of paper or on a text editor:

- Write down your scores for each question
- Total your score





To navigate new challenges, you will likely need to develop a growth mindset and **grit**

...but what is grit?

G.R.I.T

“A combination of **passion** and **perseverance** for a singularly important goal is the hallmark of high achievers in every domain”

- Angela Duckworth



What is grit?

Perseverance and passion for long-term goals

Being gritty means:

Finishing what you start

Staying committed to your goals

Working hard even after experiencing failure or when you feel like quitting

Staying the course for more than a few weeks

(A. L. Duckworth, Peterson, Matthews, & Kelly, 2007)

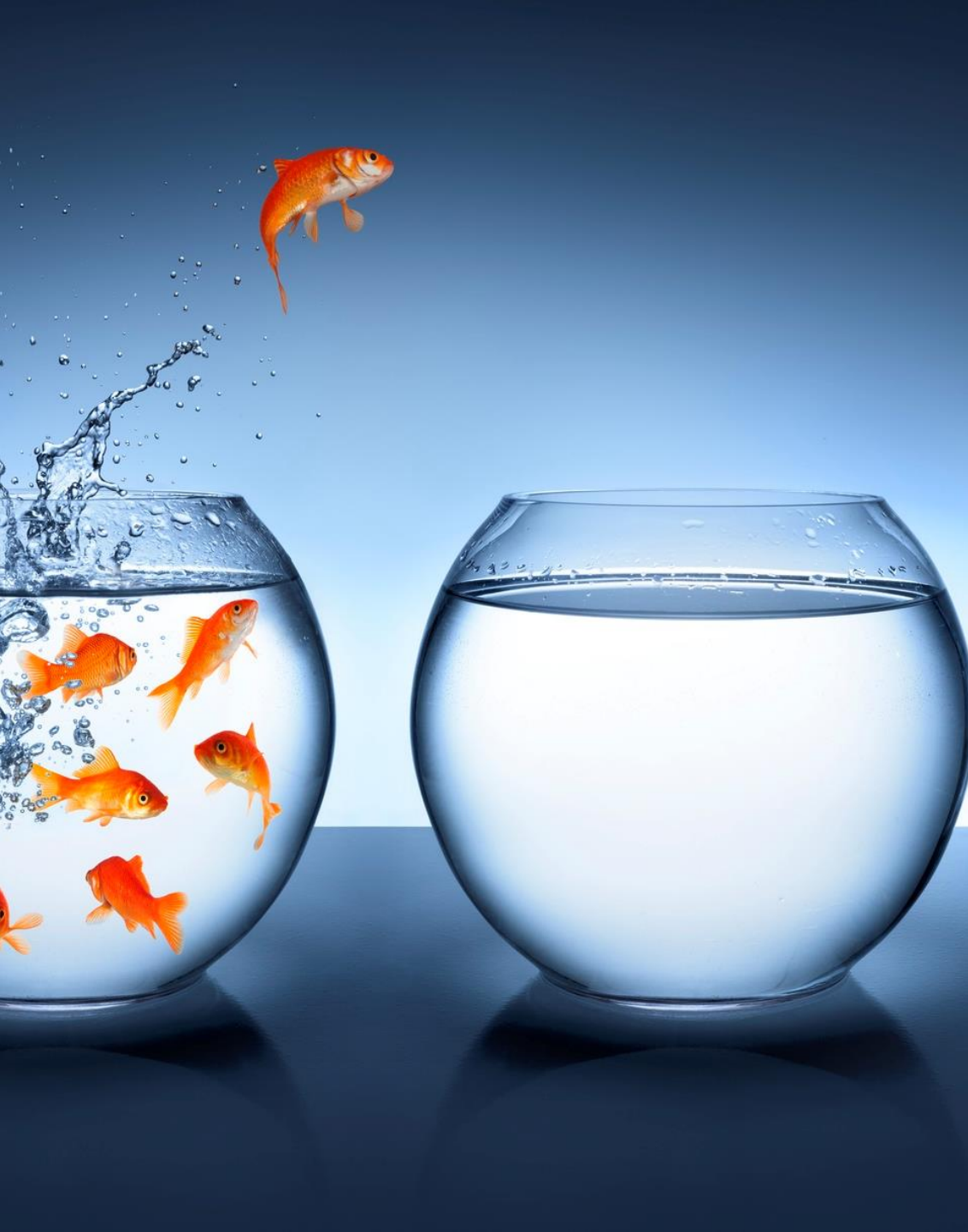
Percentile	Grit Score
10%	2.5
20%	3.0
30%	3.3
40%	3.5
50%	3.8
60%	3.9
70%	4.1
80%	4.3
90%	4.5
95%	4.7
99%	4.9

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).

GRIT

is more indicative of success than IQ



In-Class Exercise

- Close your eyes and think of the hardest thing you have done in your life...
- Your biggest accomplishment?
- What motivated you to persevere through that challenge?
- What other obstacles did you have to consider in relation to this challenge?

Think, Pair, & Share

An area of your life you feel really “GRIT-ty”
at

An area of your life that makes you feel
“GRIT-less”

2-3 minutes in small groups

set
new goals

focus on
your dream

stay
positive

generate
new ideas

↳ Motivation



Motivation

INTRINSIC motivation



Interest and enjoyment in the task itself

EXTRINSIC motivation



Outcome that will result by doing the task



Image adapted from: <https://www.sperton.com/blog/how-to-build-top-performers-in-the-societies-of-the-xxi-century/>



Mindful Learning

- Moment to moment awareness
- Being in the present moment
- Using all your senses
- Reducing distractions
- Being engaged
- Acting with purpose and intention

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

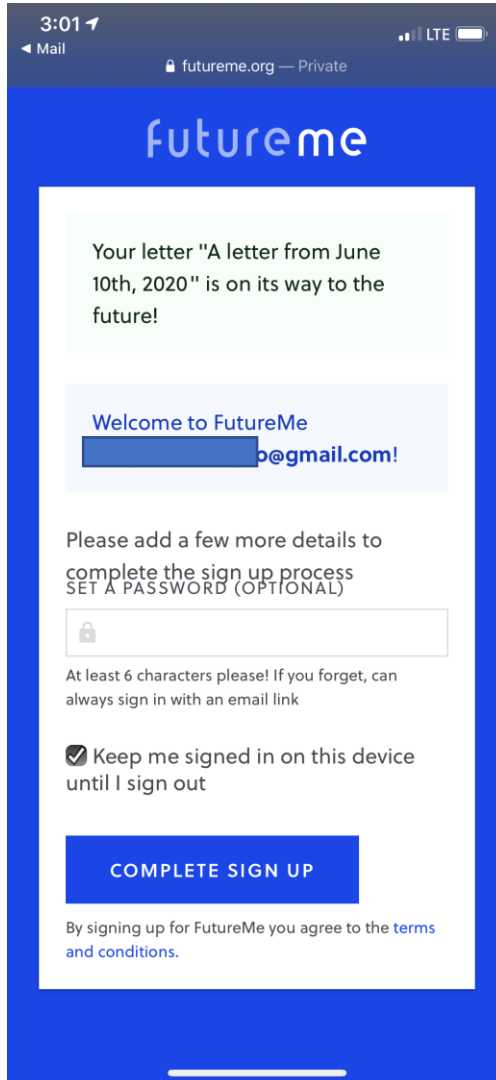


Think, pair share – small groups

1. How does mindfulness influence/affect your job/co-op search?
2. What does GRIT have to do with your job/co-op search?
3. How can reflecting on your Mindset steer your path?



Write Yourself a Letter



3:01
Mail futureme.org — Private

futureme

Your letter "A letter from June 10th, 2020" is on its way to the future!

Welcome to FutureMe
[redacted]@gmail.com!

Please add a few more details to complete the sign up process
SET A PASSWORD (OPTIONAL)

[password field]

At least 6 characters please! If you forget, can always sign in with an email link

☒ Keep me signed in on this device until I sign out

COMPLETE SIGN UP

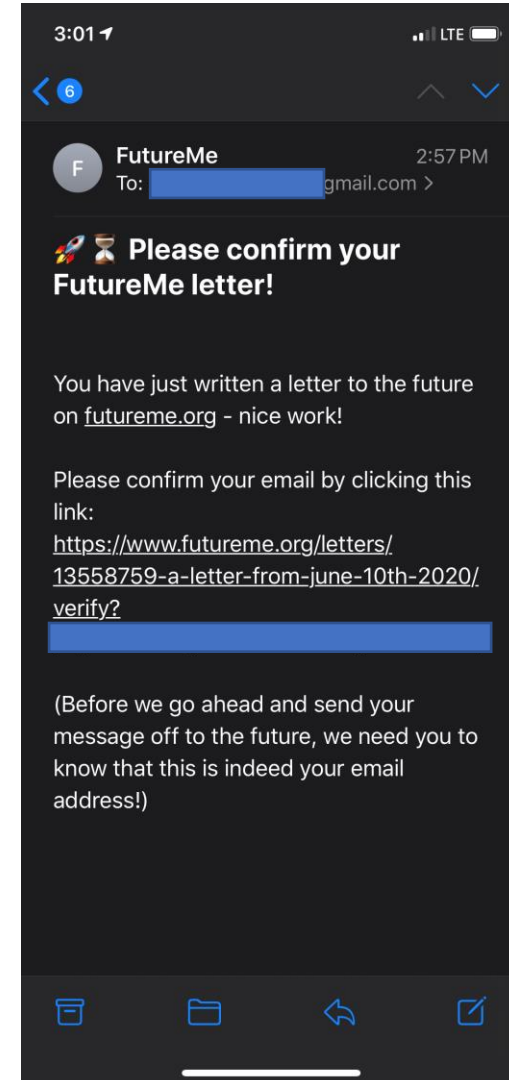
By signing up for FutureMe you agree to the [terms and conditions](#).

<https://www.futureme.org/>

Write yourself a letter reflecting on your goals, mindset, and mindfulness using the website above.

Send the message to your @northeastern.edu email account.

Set it to send it 1 year from now.



3:01
LTE

6

FutureMe
To: [redacted]@gmail.com > 2:57 PM

Please confirm your FutureMe letter!

You have just written a letter to the future on [futureme.org](https://www.futureme.org) - nice work!

Please confirm your email by clicking this link:
<https://www.futureme.org/letters/13558759-a-letter-from-june-10th-2020/verify?>
[redacted]

(Before we go ahead and send your message off to the future, we need you to know that this is indeed your email address!)

Assignments

**Writing Assignment –
check Canvas and
your syllabus for
details and examples**

**Check also
ANNOUNCEMENTS to
see updates and
news**



Questions?



Time to practice ...

Positioning Statements!