Grit & A Growth Mindset

“Champions are able to produce a ‘normal’ performance under extraordinary circumstances”

– Bill Sweetenham
What Do You Think When You...

Do a best time?
Ace a test?
Finish a tough set?
Win a race?
Make finals?
What Do You Think When You...  
“ADD” time in a race?  
Get a question wrong?  
Don’t make an interval?  
Get a low grade in school?  
Miss a cut?
Cultivate ‘GRIT’

We learn best when we are uncomfortable. It is the times when we ‘don’t get it’ that we are learning the most

“GRIT is perseverance and passion for long-term goals.” – Angela Duckworth
Fixed vs. Growth Mindset

Success *never* happens in a straight line...

Winners just keep falling forward.

QBQ.com  #FallForwardToday
Growth

“Nothing happens until something moves (changes)”

- Albert Einstein
Magic of the Myelin Sheath

Wire

Insulation
Habits

The best are comfortable being uncomfortable
Deliberate Practice
Your Mindset Affects Your Goals, Responses, Effort, Strategies
Goals Are The Things We Aim For...
Fixed Mindset        Product Goals

A person’s POTENTIAL can be MEASURED (i.e. IQ).

My TIME=My ABILITY=My SELF IMAGE

Both success and failure cause FEAR.
Growth Mindset ➔ Learning Goals

Focus on IMPROVEMENT, MASTERY, TECHNICAL EXCELLENCE.

Times & Grades reflect how I am doing NOW and do not measure my potential (“not yet”).
Setting Growth Goals

Start with an Outcome or Performance Goal:

“I have 3 GOLD Cuts”

Answer 3 Questions to create Process Goals

What do I need to do better?
What do I need to start doing everyday that I am not doing now?
What do I need to stop doing everyday that I am doing now?
Responding to Mistakes

‘I stink at fly’

‘I am stupid’

‘I never swim fast at this meet’

‘It’s the referee’s/coach’s/my mom’s fault’
Be mindful of your Self-Talk. It’s a conversation with the Universe.

David James Lees
Responding to Mistakes

“She hates to fail but isn’t afraid to…”

-Coach Bruce Gemmell

‘I’m not that good at fly...yet’

‘I learned I can’t go out quite that fast’

‘I’ll do it next time”

‘I think it’s time to work on my breathing pattern’
Effort:
Is it required for success?
People were asked about intelligence and how much they thought it was due to effort and how much they thought it was about ability

Intelligence = ______% effort ______% ability

**Fixed** = 35% effort vs. 65% ability

**Growth** = 65% effort vs. 35% ability
Effort

**Fixed Mindset**

Effort = *I’m no good at this*

**Growth Mindset**

Effort = *This is how I get better*

talent x effort = skill

skill x effort = achievement
Understand The “Process”
Strategies: Fixed Mindset

Carol Dweck has found that students with a **Fixed Mindset** keep using the wrong strategy when faced with a problem.

Then they disengage from the problem (no effort).

Finally, they give up (or they cheat).
Reality
Strategies: Growth Mindset

People adopting a growth mindset tend to generate new & different ways to do things.

If one route doesn’t work they will try others.

They will think ‘outside of the box’ to solve problems because they believe that they ‘can’.
Showing Up To Win

Focus on outcome & results
Uncontrollable
Tight, tense tentative
Self- Doubt
Poor Performance

Showing Up To Compete

Focus on skills/little things
Controllable
Calm & Relaxed
Confident
Performance Enhanced

Courtesy of Dr. Jerry Lynch
What Can You Do To Build Your Growth Mindset When You...

“ADD” time in a race?
Get a question wrong?
Don’t make an interval?
Get a low grade in school?
Miss a cut?
Swim Meets/Races

OR
3 Questions

What went well?

What needs work/to change?

Why/How am I better because of this?
You are NOT your performance.

Losing does not make you a loser, winning does not make you larger than life.

Dr. Alan Goldberg
Competitivedge.com
Role models

.....Einstein's teacher said that he was ‘academically subnormal’

.....Michael Jordan's high school coach said that he wasn’t more talented than other people...in fact he was cut from the team

.....Walt Disney was told that he lacked ‘creative imagination’
How About This “Failure”?

• Failed in business at age 21.
• Was defeated in a legislative race at age 22.
• Failed again in business at age 24.
• Elected to State Legislature at age 25.
• Sweetheart died at age 26.
• Had a nervous breakdown at age 27.
• Lost race election for Speaker of State House at age 28.
• Lost a congressional race at age 32.
• Elected to Congress at age 34.
• Lost a congressional race at age 36.
• Rejected for Land Officer at age 37.
• Lost a senatorial race at age 45.
• Failed in an effort to become vice president at age 47.
• Lost a senatorial race at age 47.
Grit & Growth Mindset In Action
Attitude is a little thing that makes a big difference.

- Author Unknown
GROWTH MINDSET

GRIT!

Reflective
Mental Toughness
Resilient: Adapting

Persistent: Resolve
Creative: Better Way?
Reframe: Mistakes, Failures

Courage: Great Effort, Hard Work

Patient: “Not Yet” Mentality
Hopeful: Believe It’s Possible!

Vision: Intense Focus on Goal

VS.

Fixed Mindset: I'm great/comfortable now and will be forever...

www.thehabitfactor.com