

Grit and Resilience: Building for the Best Outcome

Grit: Courage and Resolve. Strength of Character.
“He displayed the true grit of a Navy Pilot.”

Grit: is it Good Enough?

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Angela Duckworth, researcher

PASSION + PERSEVERANCE = GRIT

BETTER RESULTS THAN

NATURAL TALENT

PURPOSE—HIGHEST CORRELATION WITH GRIT

Excellence Research: Ericsson

- Four key similarities toward excellence
 - deliberate practice, focusing on micro goals
 - focus, 100% engagement
 - information-rich feedback
 - immediate effort toward improvement
- ten years of commitment sees you through to excellence/expertise

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Resilience



the capacity to return
to optimal functioning
or to thrive
under duress.

Resilience is the close
cousin of empathy.

Dr. Gordon Neufeld

Resilience

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Surprising Reveal on Resilience

- Grit is not equivalent to resilience
- One study found an inverse relationship
- Grit can become drivenness
- What about excellence in relationships?

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Connection is why we are here. We are hardwired to connect with others, it is what gives purpose and meaning to our lives, and without it there is suffering.

Brene Brown

“Wholehearted living is about engaging in our **lives** from a place of worthiness. It means cultivating the courage, compassion, and connection to wake up in the morning and think, No matter what gets done and how much is left undone, I am enough.”

Brené Brown, in Daring Greatly

Emotional Well-being

Moving to a new parameter for excellence, success and meaning:

Relationships that are whole-hearted.

- emotions are essential to human functioning
- emotions are waves, with ups and downs. we don't want to get stuck in one state
- what we believe about emotions is essential to how we respond and relate to our own emotions
- self awareness and the ability to move through emotions reflectively and thoughtfully is at the heart of resilience

Resilience and Empathy

Self awareness means we care

- emotions are visceral (in our body), feelings are when we have words for them
- ability to “care”—keep our soft feelings, not brace against them (sadness, grief)
- requires a safe place, in a relationship, where our vulnerable emotions can be “seen”

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Consideration of Other's Point of View

- awareness of our own emotions/ feelings allows us to be aware of others' feelings
- consideration—the ability to take a second point of view, to allow for someone else to be of value in a choice we make.
- when we put care and consideration together, we have empathy

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We need relationship in order to grow:

- we need comfort to allow our sadness to come out
- we need safety to process emotion
- we need a place of safety to rest
- we need play for our brains to keep growing

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Rest and Play

- Resilience grows in children as they play with their emotions
- Rest is essential to play
- Safe relationships are essential to rest

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Signs that you have Heathy RESILIENCE:

- Capacity for feelings
- Capacity/Ability to rest
- Capacity for play/ability to enter into the bubble of play

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Rest and Play

- a child's relationship with a caregiver/parent is one where they want to go for safety and rest
- We can trust that the process of maturation will happen naturally if we provide the conditions for children to grow into their best self
- what if we didn't have that as a child? How do we know if we are resilient?

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GRIT and Resilience: side by side

In Resilience:

- passionate
- persistent
- focused
- practicing repetitively
- able to take feedback
- fed by improvement
- Relationship is assumed: soft feelings are required
- passion will show up in "play"—the bubble
- persistence is natural in play, free of "success" we practice
- focus, full engagement, also part of play
- able to process sadness, frustration or alarm
- fed by the relationships that are being built
- longterm outcomes may be secondary to relational value
- those around you will not be hurt and unnoticed

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Grit without Resilience

- push through without stopping to reflect
- driven to achieve
- lacks the richness of relationships
- lacks the capacity to care or take others into consideration (empathy)
- lacks the capacity to stop and grieve the losses
- lacks the capacity for rest and play
- may lack the capacity to find an alternative solution/pathway

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Questions to ask yourself:

- am I a finisher? An overachiever?
- Do I check in with my own feelings and reflect on them regularly?
- Am I able to know when I need to rest? Able to rest? How do I rest?
- How easily do I see someone else's point of view? Am I able to make choices in their favour?
- How easily can I lean on others, letting them take the lead and make decisions?
- How easily do I find it to discover an alternative way through an obstacle?
- Am I able to receive comfort?
- Am I aware of my vulnerable feelings? Who do I share those with, how often?

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