

Resilience

We can choose to build personal resilience by moving beyond a Fixed Mindset, and intentionally developing a Growth Mindset.

Fixed Mindset: You are born with a certain amount of intelligence and you cannot really change it.

Growth Mindset: You are not born with a certain amount of intelligence. You can learn a great deal and increase your intelligence level.

	Fixed Mindset	Growth Mindset
Main Goal	Look Smart/Good Set performance goals	Learning Set learning goals
Challenges	Avoid Challenge or failure means I am not talented	Embrace challenges Challenge or failure means I have not worked hard enough
Obstacles	Give up easily	Persist in the face of setbacks
Effort	See effort as fruitless or worse View effort as a sign of low intelligence	See effort as the path to mastery View effort as a necessary part of success
Criticism	Ignore useful negative feedback	Learn from criticism
Success of Others	Feels threatened by the success of others	Find lessons and inspiration in the success of others

Key Points to Remember:

- What you choose to believe will determine your behaviour.
- Success is about how hard you work, not about how high your I.Q. might be.
- It is important to embrace failure.
- Use the power of “yet” by remembering that you will reach your goal, just “not yet”.
- “I think I can” focus helps build efficacy, which is the ability to produce a desired result.
- Using “pathways thinking”, or actively seeking out ways to achieve goals, builds it too.

10 Critical Characteristics of Resilience in Adults:

1. **Optimism**
2. **Altruism**
3. Having a **Moral Compass** or set of beliefs that cannot be shattered
4. **Faith and Spirituality**
5. **Humour**
6. Having a **Role Model**
7. Trusting in **Social Supports** with whom difficult thoughts can be shared
8. **Facing Fear** (or leaving one's comfort zone)
9. Having a **Mission or Meaning** in Life
10. **Training in How to Cope** with and master challenges

Confidence Questions:

1. Tell me about a time when you were successful at doing this in the past (or doing something similar). What was the key to your success?
2. What is already going well? Or, what small successes have you had so far?
3. How can you do more of what is already going well?
4. How have you managed to get this far?
5. What does that tell you about yourself?
6. What have you done in the past that might help you now?
7. What is one thing you did then that you are not doing now?
8. What personal qualities or strengths do you have that will help you be successful?
9. What ideas do you have for solving this problem/concern?
10. What is one small step you can take to get you closer to your goal?
11. Who can help you with this?
12. Who would have a different perspective on this?

Hope Questions:

1. What can you learn from this situation?
2. How else could you look at this problem/concern?
3. Who else would have a different perspective on this situation?
4. What can you do to enjoy the process while you change aspects of your life?
5. What is the optimistic view of how things could turn out?
6. What is one small step you can take towards achieving your goals?
7. What are others doing in similar circumstances?
8. Who else can help you?
9. What are you doing that has stopped the situation from getting worse?
10. How can you help yourself to remember your strengths in the situation?