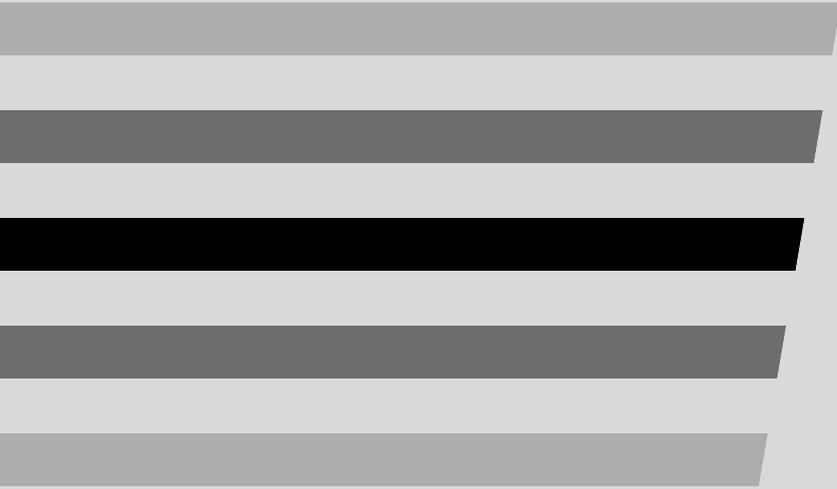


AURRERA LEARNING DESIGN



HOW TO GET UP AND

# GRIT

FACILITATOR  
GUIDE



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## COURSE GOALS

Participants will be able to identify their own resources to help them build grit and they will create a grit action plan for a future goal.

## FORMAT

Slide presentation with break-out group activities.

## DELIVERY

Can be delivered as an in-person instructor-led training or virtually.  
Time: 1hr 45 minutes

## ROOM SET-UP

Participants will need to be able to see the instructor's screen and to discuss in small groups of 3-4.

## MATERIALS

Participants will be given:

- Participant Workbook
- Writing utensils

## TRAINER TIPS

- As the workshop facilitator, your goal is to create a safe space where adults feel comfortable sharing their struggles. However, be understanding of those who may not want to share personal stories.
- Allow ample time for discussion and participation in groups.
- Allow time for questions at the end of the workshop.
- If running virtually, have a technology assistant on hand to help you manage the videoconferencing tools so that you can focus on delivering the workshop.

Slide #3

Timing: 7 minutes

**SAY**

Welcome to the How to Get Up and Grit Workshop! Our goal today is for you all to walk away with a better understanding of grit and an action plan to help you go out there and get it. The pandemic has caused unprecedented levels of stress and anxiety and while it's not possible to change many aspects of our current reality, we hope to provide you with some tools to navigate it better.

Let's start with a rather existential question. Please turn to page 2 of your Participant Workbook. Take a moment to reflect on the statement on the slide here and complete the accompanying prompts in your workbook. Then, take five minutes to share your opinion with your peer group.

**DO**

Organize participants into groups of 3 or 4. Walk around the room and listen to some of the observations. After the group discussion time concludes, ask for a show of hands to see who agrees and disagrees with the statement. Call on one or two participants to hear their reasoning.



"Security is mostly a superstition.  
Life is either a daring adventure  
or nothing."



Slide #4

Timing: 7 minutes

## SAY

Now that we've thought about security, let's reflect on success. In your mind, what are the predictors of success? Are they different today from what they were in the past? Turn to page 3 of your workbook. On a scale of 1-5, rate which factors you think are the best predictors of success and then discuss your answers with your peer group. If you think there are other important predictors that are not mentioned here, write them down in the space provided as well.

## DO

Allow participants to complete the workbook activity individually and then invite them to discuss their answers with their group. After the discussion, ask one or two participants to share their reasoning behind their rankings.



Slide #5

Timing: 2 minutes

## SAY

In fact, according to the research of psychologist Angela Duckworth, grit is one of the best predictors of success. Did anyone have grit as one of their predictors? Can anyone provide us with a definition for grit?

## DO

Wait to show the slide until participants have offered a few different ideas for the definition of grit. Then, transition to the definition slide to compare their ideas to the given definition.



Slide #6

Timing: 7 minutes

## SAY

So what does grit look like in practice? Well, let's do a little brainstorming first. Turn to page 4 in your workbook. Take a few minutes to complete the exercises individually and see if you can develop your idea of grit more deeply. We're going to use your grit story later on in this workshop so be sure to put some thought into your answers. When you're finished (and only if you feel comfortable), take a moment to share your answers with your group.

## DO

Allow participants to complete the workbook activities individually and give time for discussion.



Slide #7-8

Timing: 2 minutes

## SAY

**[Slide 7]** Now let's see what the experts say. Most grit studies argue that there are at least five main components of grit.

**[Slide 8]** Firstly, we have courage. People who have grit do not see failure as a permanent condition, but rather just a bump in the road. They actively seek out situations that make them nervous or uncomfortable in order to push their boundaries. Can anyone give me an example of something courageous they did recently?

## DO

Call on one participant to share their courage story.



Slide #9

Timing: 2 minutes

**SAY**

Next up, there's conscientiousness. It's really just a big word to say that you pay careful attention to what you're doing. You don't just show up to work. You do your work well and in a way that will lead to tangible results.



Slide #10

Timing: 2 minutes

**SAY**

Then we have commitment. I'm sure you have heard of the 10,000 hour rule. If you put in 10,000 hours of practice, you can become an expert in any field. While this number is mostly arbitrary, the idea of long-term practice is not. People who consistently put in the practice to work towards a goal over a long period of time are more likely to achieve it. Can anyone tell me what's the longest amount of time they've dedicated to practicing a skill or achieving a goal?

**DO**

Call on one participant to share their commitment story.



Slide #11

Timing: 2 minutes

**SAY**

Also, let's not underestimate the importance of confidence as a component of grit. People with grit believe in themselves and their ability to build strong interpersonal relationships. They also have a growth mindset, which means they believe their ability to learn is not fixed, but that it can be changed with effort.



Slide #12

Timing: 2 minutes

## SAY

Finally, there is control. This is often the hardest component of grit to develop. It's your ability to effectively manage your emotions. Do you know how to cheer yourself up when you're unhappy? What do you do to recharge your batteries when you're stressed? Can you remain calm in difficult situations? How well do you know yourself? Would anyone like to share a realization they had about their own behavior recently?

## DO

Call on one participant to share their control story.



Slide #13

Timing: 7 minutes

## SAY

So, to get you thinking about this a little more deeply, let's turn to page 5 in your workbook. I am going to read five different stories of people who are demonstrating one of the components of grit so you can imagine what it looks like in action. After you hear each person's story, match them with which component of grit you think they represent.

## DO

Read character stories on the next page. Do not reveal the name of the character until all of the stories have been read.



Emir

**COMMITMENT**

Emir dedicates the first 30 minutes of his work day to playing around with a new programming language. He has kept this routine for five years now.



Samantha

**CONSCIENTIOUSNESS**

Samantha is the job superintendent for a general contractor. She inspects every stage of the construction process in detail to ensure her buildings are safe and enjoyable places for their occupants.



Damian

**CONTROL**

Working as a paramedic can trigger a lot of emotions for Damian, so he regularly makes time to go surfing. It helps him to refresh and reset his mind.



Henry

**COURAGE**

Henry's company has the opportunity to work with some important clients from Argentina. His boss asks him to deliver the company presentation in Spanish. Henry is very worried about his intermediate level of Spanish, but he accepts the challenge anyway.



Leticia

**CONFIDENCE**

Leticia recently lost her job, but she has decided to view it as a blessing in disguise. She knows she has a diverse skill set so it's only a matter of time before she finds a new and exciting role.



Slide #14

Timing: 1 minute

**SAY**

Of course, it's not easy to be all of these things at once, but cultivating grit is a worthwhile goal to have. It can help you to cope with and adapt to our increasingly volatile world. Employers also actively seek to hire people who have grit because studies show that there are many benefits.



Slide #15

Timing: 5 minutes

**SAY**

For example, Duckworth's studies have shown having grit can lead to an increase in overall performance, positivity, well-being, and adaptability. It is also associated with higher aspirations. Yet at the same time, she emphasizes that it's important not to shift our focus to solely building grit. There are many other skills that are equally advantageous. On page 6 of your workbook, record the benefits of grit that are listed on the slide. Then, write down a few other soft skills that you would like to develop further and share them with your group. Which skills are most important to you? How important is grit?

**DO**

Allow time for writing down soft skills and group discussion.



Slide #16

Timing: 1 minute

**SAY**

Now that you know what grit is, let's see how much of it you have and what you can do to build it.



Slide #17

Timing: 7 minutes

**SAY**

Turn to page 7 in your workbook. Think back to the example of a difficult situation that you wrote down at the beginning of the workshop and take some time to answer the questions on the page. If you feel comfortable, share your experience with your group and ask yourself: Do I have grit? And if so, how much grit have I got?

**DO**

Allow time for completing page 7 and group discussion.



Slide #18

Timing: 3 minutes

**SAY**

If you're still not sure, have a look at these statements and share your opinion with your group. Do you strongly agree? Strongly disagree? Or are you somewhere in the middle? How do you think a person with grit would answer?

**DO**

Allow for discussion.



Slide #19

Timing: 1 minute

## SAY

Most of us still have some work to do when it comes to personal development so let's talk about what behaviors can help us to build grit. Firstly, time and practice go hand in hand. You've got to regularly set aside the time to work on whatever it is you want to achieve. Grit is often associated with how we respond to extreme circumstances, but it's also something much simpler. It's about how we go about getting our everyday wins by consistently taking small steps in the right direction.



Slide #20

Timing: 1 minute

## SAY

And then there is purpose and hope. You must always have a clear reason for achieving what you want to achieve and then you have to believe you can do it. I know it's not rocket science, but sometimes we get lost in the weeds of life and we have to remind ourselves. We have to say it out loud and reflect on it.



Slide #21

Timing: 2 minutes

## SAY

Here are some strategies that can help you get there. Finding a mentor or a buddy who can keep you on track is a great way to stay motivated. If you make a small change in your habit or routine each day - known as "habit creep" - this will enhance your performance over time. Exercising regularly will help keep your emotions in check and it's just good for you overall. Finally, assess the people and the environment around you. Remove any small distractions or barriers that could impede you from achieving your goal.



Slide #21 continued

Timing: 15 minutes

## SAY

Now you are going to build your own Grit Action Plan. Turn to page 9 and 10 in your workbook and complete the activities individually. When you finish, share your Grit Action Plan with your group. Do you have any overlapping strategies? Does someone else have a strategy that might work well for you?

## DO

Allow time for activity completion and group discussion.



Slide #22

Timing: 1 minute

## SAY

The goal of this workshop was for you to walk away with a better understanding of grit and a Grit Action Plan that you can implement right away. Within the next week, your managers will also check in with you to understand your plan and offer additional assistance. On the last page of your workbook, you have some resources to explore if you want to dive a little bit deeper into grit. It is important to recognize that the new normal has been hard on us in many ways, but we do have it in us to get through this.



Slide #22

Timing: 1 minute

## SAY

In today's world, our grit is as good as gold. When things start to get out of control and you don't know which way to go, **trust your grit.**

**Q & A**

Timing: 5 minutes

**SAY**

Thank you for your attention and participation today. Before we close, I'd like to welcome any comments or questions you might have.

**DO**

Take questions.

**NOTES**