

# RAISING GRITTY KIDS

Edward C. Taylor, PhD  
Child and Adolescent Psychologist  
[thelearningspecialists.com](http://thelearningspecialists.com)  
[ectaylorphd.com](http://ectaylorphd.com)

# THE PARENTS' MANUAL

**Thou Shalt Worry About Your Children**

Page 306, Paragraph 4

FIRST DAY AT SCHOOL

WHATEVER YOU DO,  
DON'T LET HIM SENSE  
OUR ANXIETY.



# TRANSITIONS ARE TOUGH

- ⦿ Developmentally or chronologically pressed to do something
- ⦿ Which the child has no experience doing
- ⦿ A guaranteed nail biter

# THE TRANSITIONS

- ⦿ Every six months, birth to 6
- ⦿ Home to PreK
- ⦿ K to 1<sup>st</sup>
- ⦿ Elementary to Middle School
- ⦿ Middle School to High School
- ⦿ High School to College
- ⦿ College to Adulthood
- ⦿ Adult to Parent
- ⦿ Parent to Grandparent
- ⦿ Grandparent to Indulgent Party Animal

# % OF STUDENTS GRADUATING IN 4 YEARS

◎ Flagship Research Universities **36 %**

◎ Non-Flagship **18 %**

◎ **86 %** of first time full time students at a 4 year college with acceptance rate < 25 % receive a degree **within 6 years** of enrolling

# THE CHALLENGE TO YOU

- ⦿ Super Duper parents love their kids, keep them safe, and help them become expert at a variety of skills.
- ⦿ That would be you.
- ⦿ But, if you want to be the Super Duperest of them all...
- ⦿ Help your kids learn to manage the transitions.
- ⦿ And, if you are successful, what might the end product look like ?

# IS WHAT SHE DID

- ⦿ Hard Wired
- ⦿ Learned
- ⦿ Or Both ?



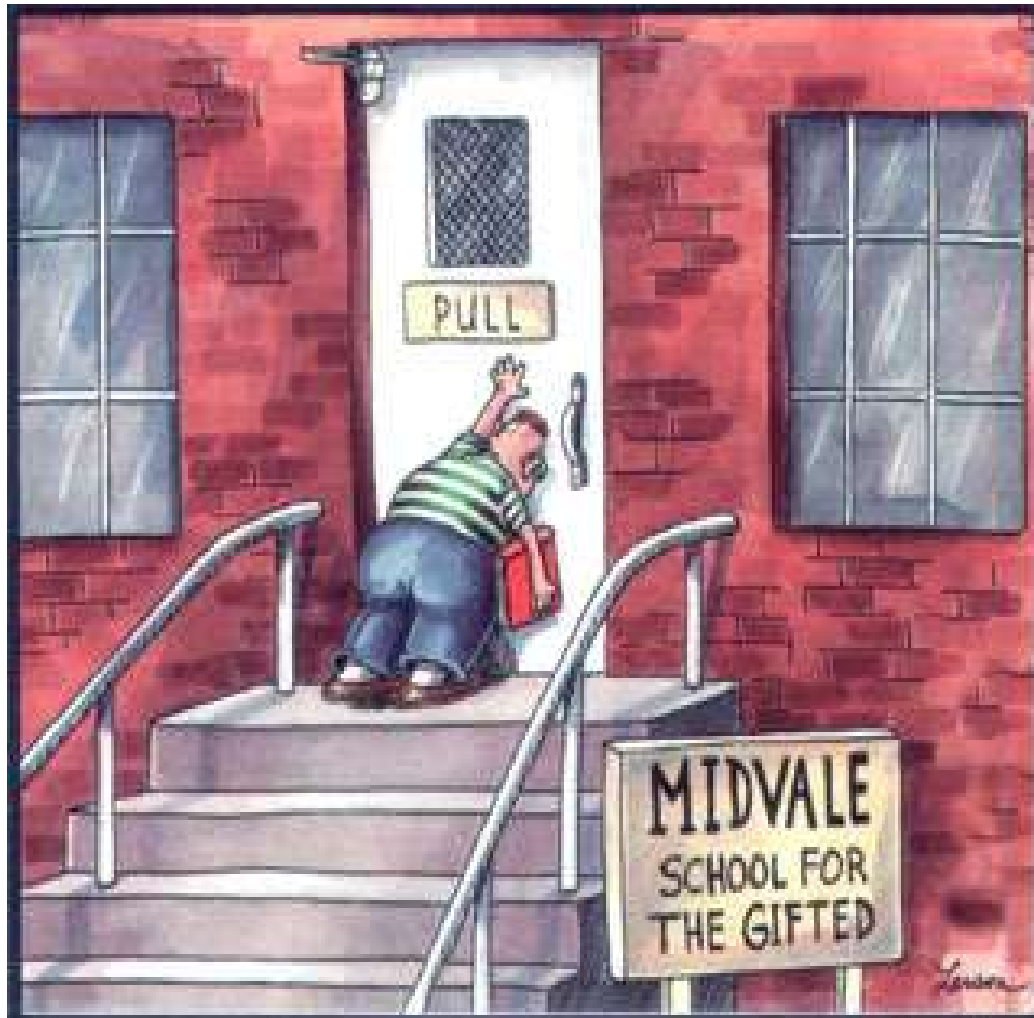
# LOOKING FOR AN EXPLANATION

## Gifted Education vs ODP

# GIFTED EDUCATION PROCESS

- ⦿ Early identification with IQ 130+
- ⦿ Early identification with behavioral characteristics of Giftedness
- ⦿ Specialized school-driven education
- ⦿ Parent-driven enrichment
- ⦿ Duke TIP, etc.
- ⦿ Once Gifted, Always Gifted
- ⦿ i.e. “I am smart and well educated so life will be OK”

# THE GOLDEN CHILD



# INTELLIGENCE ( TALENT ) IS NOT ENOUGH

It is not sufficient to be intelligent, one must  
have the capacity to act intelligently

David Wechsler, PhD

# SOCCER ODP



# THE ODP PROCESS



# GIFTED EDUCATION VS ODP PROCESS

Gifted: Talent and Excellent Education are  
Sufficient

ODP: Talent Plus Excellent Coaching Are Not  
Sufficient

There Must Be “Something Else”

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# THREE QUESTIONS

- ⦿ What is the “Something Else” ?
- ⦿ Is it hard wired or can it be learned ?
- ⦿ If it can be learned, how is it taught ?

# THREE QUESTIONS

- ⦿ What is the “Something Else” ?
- ⦿ Is it wired or can it be learned ?
- ⦿ If it can be learned, how is it taught ?

# IN SEARCH OF THE “SOMETHING ELSE”



# DOG ADJECTIVES

- ⦿ Persistent
- ⦿ Energetic
- ⦿ Clever
- ⦿ Smart
- ⦿ Creative
- ⦿ Willing to take a risk
- ⦿ Wants to succeed
- ⦿ Fast
- ⦿ Strong

# THREE QUESTIONS

- ⦿ What is the “Something Else” ?
- ⦿ Is it wired or can it be learned ?
- ⦿ If it can be learned, how is it taught ?

# SUCCESS ATTITUDES

- ◎ GRIT ( Angela Duckworth, PhD )
- ◎ Growth Mindset ( Carol Dwecki, PhD )

# WHAT IS GRIT ?



NOT THAT



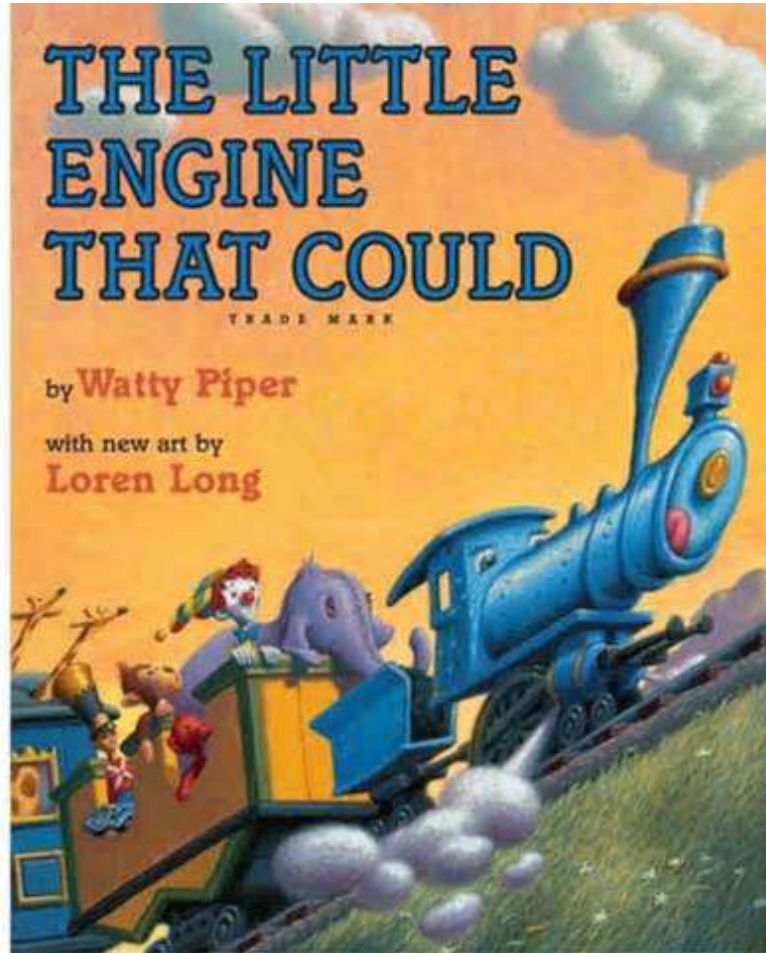


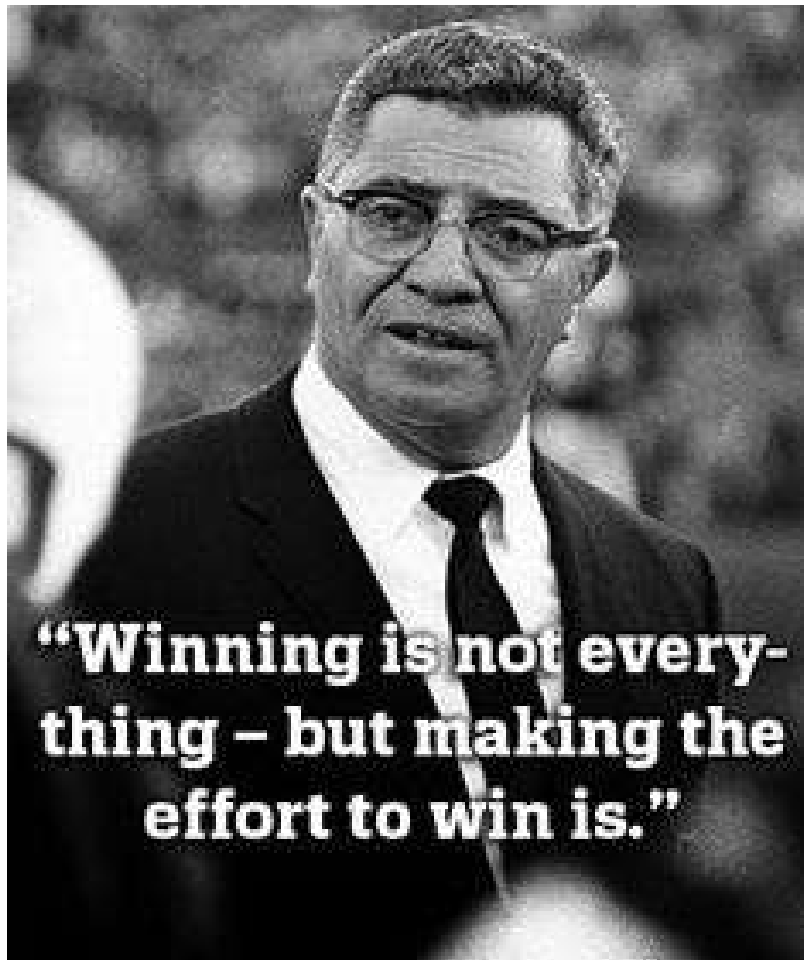
# CONSTANT DRIPPING HOLLOWS OUT A STONE

TITUS LUCRETIUS CARUS

99 BC-55 BC

# THE ONLY SUMMER READING BOOK I READ





# BEING GRITTY

- ⦿ Achieving success is hard and slow.... because it is hard and slow
- ⦿ So, performing as if it is a marathon, not a sprint
- ⦿ Seeking excellence, not perfection or winning
- ⦿ Embracing the idea of iPhone  
1,2,3,4,5,6,7,8,X
- ⦿ Never quitting , Bouncing back
- ⦿ Having courage in the face of failure
- ⦿ While maintaining a sense of humor about it all

# WHAT IS THE GROWTH MINDSET ?



**“IF YOU'RE NOT  
MAKING MISTAKES,  
THEN YOU'RE NOT  
DOING ANYTHING.  
I'M POSITIVE THAT  
A DOER MAKES  
MISTAKES.”**

**John Wooden**

ADDICTED2SUCCESS.COM



# CHURCHILL ON SUCCESS


**Success is not final,  
failure is not fatal:  
it is the courage to  
continue that counts.**  
Winston Churchill



# REDSTONE ON FAILURE

**"SUCCESS IS NOT BUILT ON SUCCESS. IT'S  
BUILT ON FAILURE. IT'S BUILT ON  
FRUSTRATION. SOMETIMES ITS BUILT ON  
CATASTROPHE."**

**SUMNER REDSTONE**

 [LinkedIn](#)



# THE FIXED MINDSET

- ⦿ The Fixed Mindset: **When You Fail You Are A Failure**
- ⦿ If I am a failure, inherently, my plight cannot change.
- ⦿ **Control over my life is external to me**

# THE GROWTH MINDSET

- ◎ The Growth Mindset: **When You Fail You Are Learning**
- ◎ I Can Grow, I Am Not Stuck In This Place
- ◎ **Control over my life is internal to me**

# THREE QUESTIONS

- ⦿ What is the “Something Else” ?
- ⦿ Is it innate or can it be learned ?
- ⦿ If it can be learned, how is it taught ?

# DOG TRAITS VS ATTITUDES

## ⦿ Traits ( Hard Wired )

- Smart
- Fast
- Strong
- Big paws
- Not shaggy

## ⦿ Success Attitude ( Hard Wired or Teachable ?)

- Persistent
- Clever
- Really wants it
- Creative

# WALTER MISCHEL, PHD



# THE MARSHMALLOW TEST



# MARSHMALLOW TEST WINNER ATTITUDES

- ⦿ Persistent
- ⦿ Deals with frustration
- ⦿ Can postpone
- ⦿ Clever
- ⦿ Values long term gain over short term pleasure

# 12 YEARS LATER

- ⦿ Better grades
- ⦿ Better test scores
- ⦿ Many friends and well liked
- ⦿ Better performers in sports



THE TRAITS OF BEING SMART  
FAST, STRONG, GOOD LOOKING  
WERE NOT RELEVANT



# MISCHEL'S CONCLUSION

Success attitudes can be seen in very young children and are stable over time

Therefore, they must be innate

BUT, CAN THEIR EXPRESSION BE  
INFLUENCED ?

The Tar Heel Reprise, aka “Liar, Liar, Pants on  
Fire”

# THE CONCLUSION

- ◎ If the child believes the environment is rational and their efforts have a reasonable probability of success, the child will exhibit a success attitude ( **Belief in Internal Control & Use of Active Voice** )
- ◎ If the child believes the environment is arbitrary and their efforts lack influence, the child will not exhibit a success attitude ( **Belief in External Control & Use of Passive Voice** )
- ◎ Therefore, success attitudes, whether innate or acquired, are **shaped by experiences that affect the children's beliefs about their ability to control their lives and influence their environments, i.e. Their Sense of Personal Power**

# THE GOOD NEWS AND THE BAD NEWS

Success Attitudes Can Be Weakened Or  
Strengthened Through Parenting

# THREE QUESTIONS

- ⦿ What is the “Something Else” ?
- ⦿ Is it innate or can it be learned ?
- ⦿ If it can be learned, how is it taught ?

# THE SOLUTION

Teach and Parent “The Something Else”

The Something Else Is

***Grit and Growth Mindset***

# STEP 1: ADOPT IT

- ⦿ Establish The Growth Mindset in a GRITTY Home
- ⦿ Create an environment in which the child feels safe to take risks and valued for taking the risk even if they fail
- ⦿ Make the objective becoming grittier, not succeeding



# STEP 2: MODEL IT

Embrace GRITINESS and the Growth Mindset  
For Yourself

Model GRIT

# THE MODEL

**The most  
powerful  
leadership  
tool you  
have is your  
own example.**

**John Wooden**

Daily Quotes//[talgroup.net](http://talgroup.net)



# HOW GRITTY ARE YOU ?

## 8- Item Grit Scale

*Directions for taking the Grit Scale: Please respond to the following 8 items. Be honest – there are no right or wrong answers!*

1. New ideas and projects sometimes distract me from previous ones.\*
  - Very much like me
  - Mostly like me
  - Somewhat like me
  - Not much like me
  - Not like me at all
  
2. Setbacks (delays and obstacles) don't discourage me.
  - Very much like me
  - Mostly like me
  - Somewhat like me
  - Not much like me
  - Not like me at all
  
3. I have been obsessed with a certain idea or project for a short time but later lost interest.\*
  - Very much like me
  - Mostly like me
  - Somewhat like me
  - Not much like me
  - Not like me at all
  
4. I am a hard worker.
  - Very much like me
  - Mostly like me
  - Somewhat like me
  - Not much like me
  - Not like me at all
  
5. I often set a goal but later choose to pursue (follow) a different one.\*
  - Very much like me
  - Mostly like me
  - Somewhat like me
  - Not much like me
  - Not like me at all
  
6. I have difficulty maintaining (keeping) my focus on projects that take more than a few months to complete.\*
  - Very much like me
  - Mostly like me
  - Somewhat like me
  - Not much like me
  - Not like me at all

# GOOD NEWS BAD NEWS

- ⦿ If you have *ever* been gritty, it is *within* you
- ⦿ But, being gritty is *hard* so you are not always gritty
- ⦿ But, if gritty is within you, you can always *choose* to be grittier.
- ⦿ Therefore, you have *absolute control* over whether or not you become grittier
- ⦿ And knowing how hard it can be makes you a more *empathic* parent and teacher

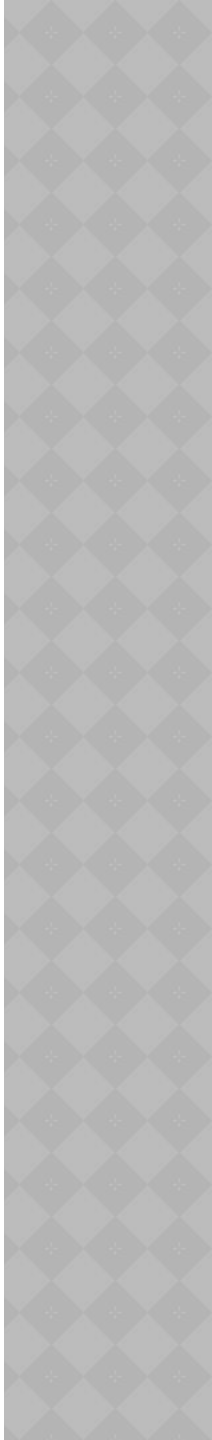
# THE STAGES OF TAKING ON A LIFE DEMAND

- ⦿ An event
- ⦿ An appraisal of the demands presented by the event
- ⦿ An appraisal of the personal tools available to meet these demands
- ⦿ An appraisal of the probability of success and the cost of failure
- ⦿ A physiological stress response that provides physical resources to meet the demands
- ⦿ An emotional label for that stress response
- ⦿ A behavioral response

# **STEP 3:** MOVE THE CHILD INTO THE GROWTH ZONE



# THE GROWTH ZONE STRETCHES YOU



# STEP 4: SUPPORT THE CHILD EMOTIONALLY





# IN THE GROWTH ZONE YOU FEEL

- ⦿ Frustration
- ⦿ Uncertainty
- ⦿ Lost
- ⦿ Confused
- ⦿ Anxious
- ⦿ And these are **Good Feelings**
- ⦿ **Normalize the Discomfort**

# YOU WILL BE SAFE

- ⦿ The process will be frustrating
- ⦿ I won't let you drown
- ⦿ You will participate in your own survival

# THE STAGES OF TAKING ON A LIFE DEMAND

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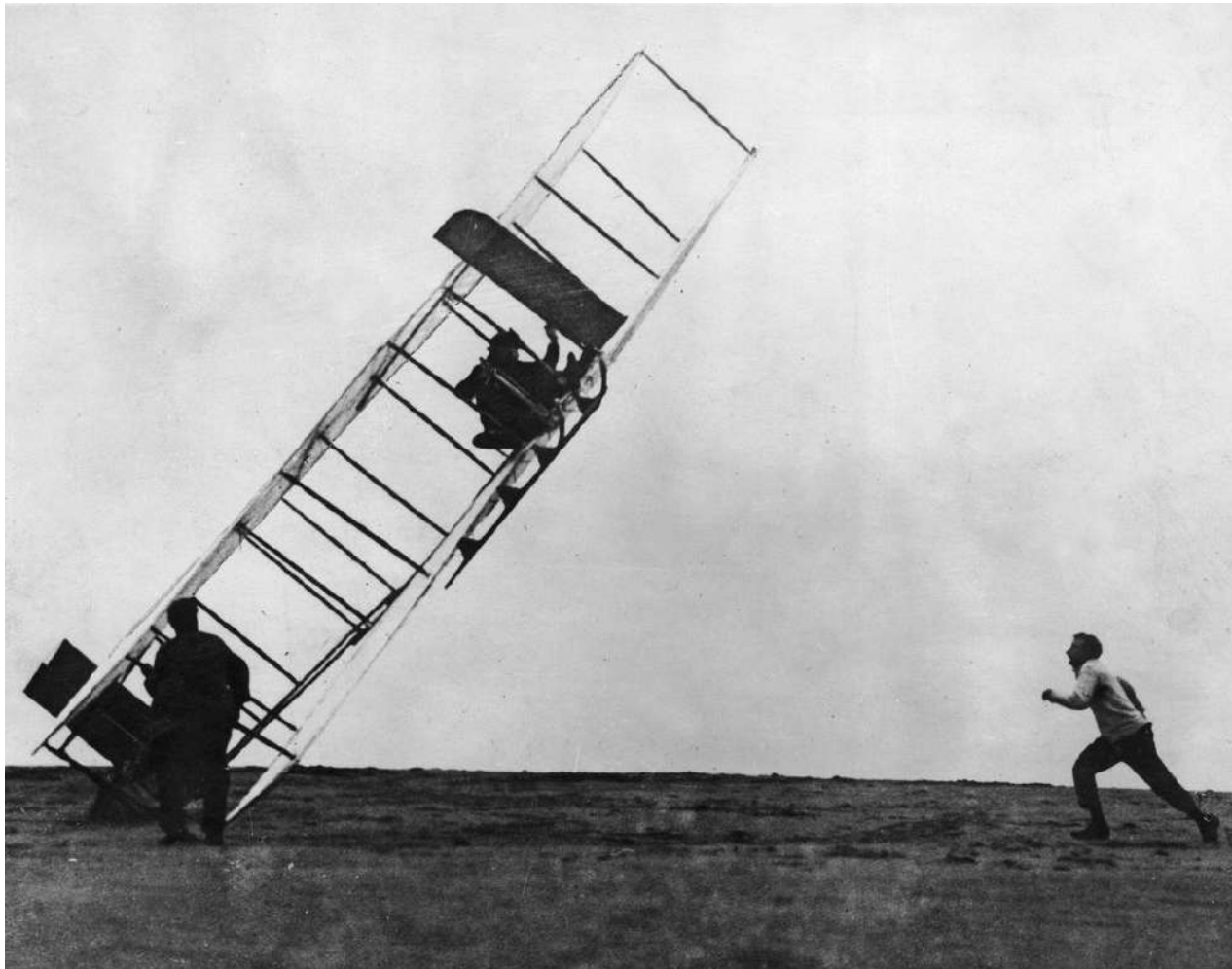
# LOST OR EXPLORING ?

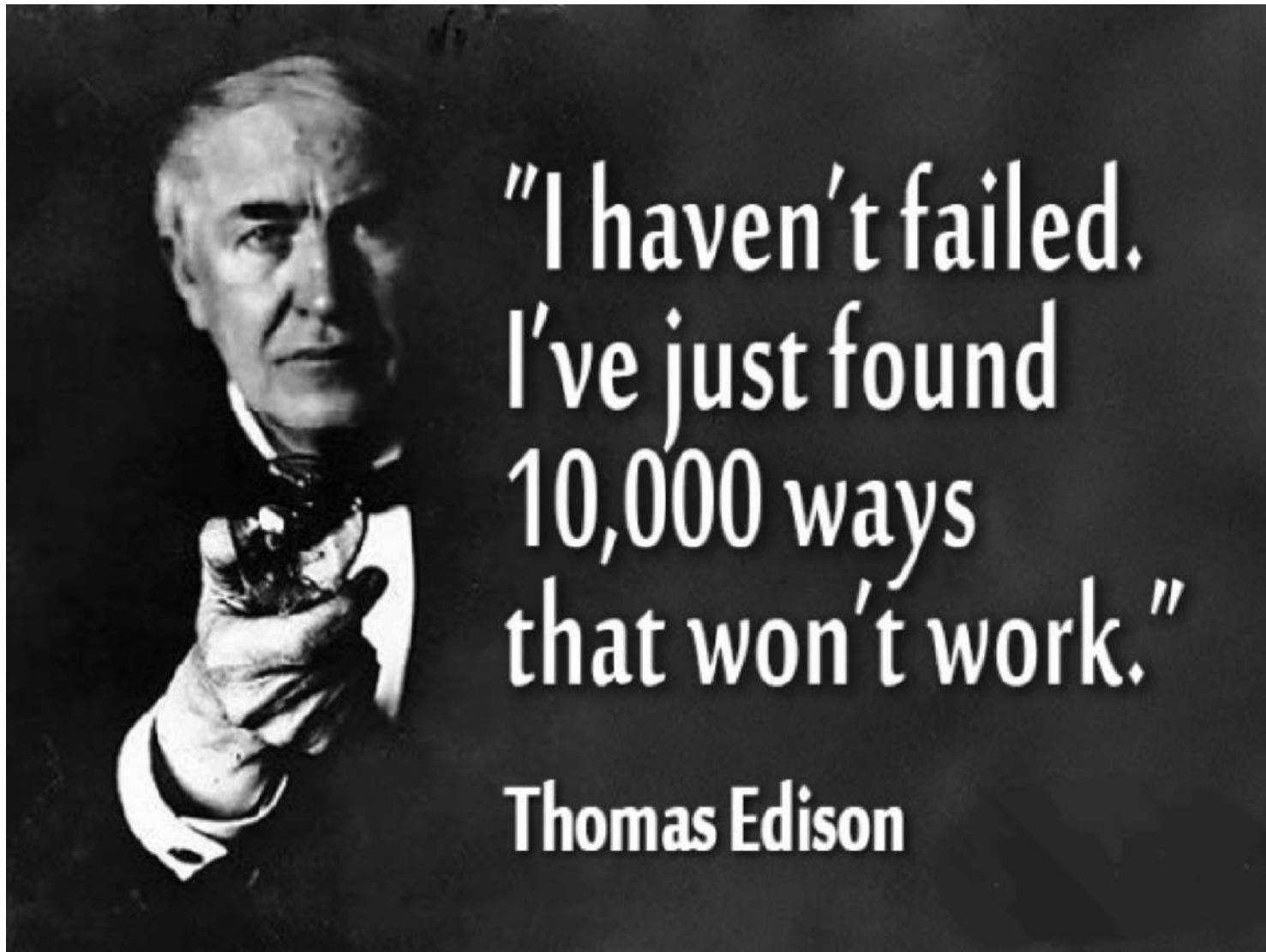


## STEP 5: RE-DEFINE FAILURE

- ⦿ In the Growth Zone you may **Fail**
- ⦿ Failure is the only way to know what you need to do to get to the next level
- ⦿ Failure is painful in a good way
- ⦿ The Love-Hate relationship with failure leads to success

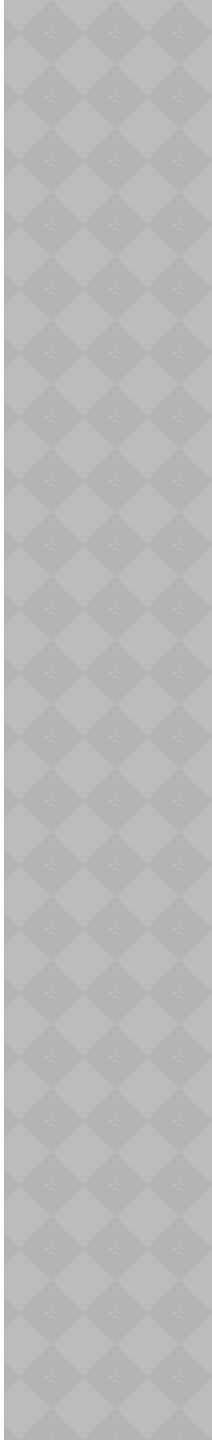
# WELL ORVILLE, TIME FOR PLAN G





**"I haven't failed.  
I've just found  
10,000 ways  
that won't work."**

**Thomas Edison**



# THE STAGES OF TAKING ON A LIFE DEMAND

- ⦿ An event
- ⦿ An appraisal of the demands presented by the event
- ⦿ An appraisal of the personal tools available to meet these demands
- ⦿ An appraisal of the probability of success and the cost of failure
- ⦿ A physiological stress response that provides physical resources to meet the demands
- ⦿ An emotional label for that stress response
- ⦿ A behavioral response



I never lose.  
I either **win** or **learn**.

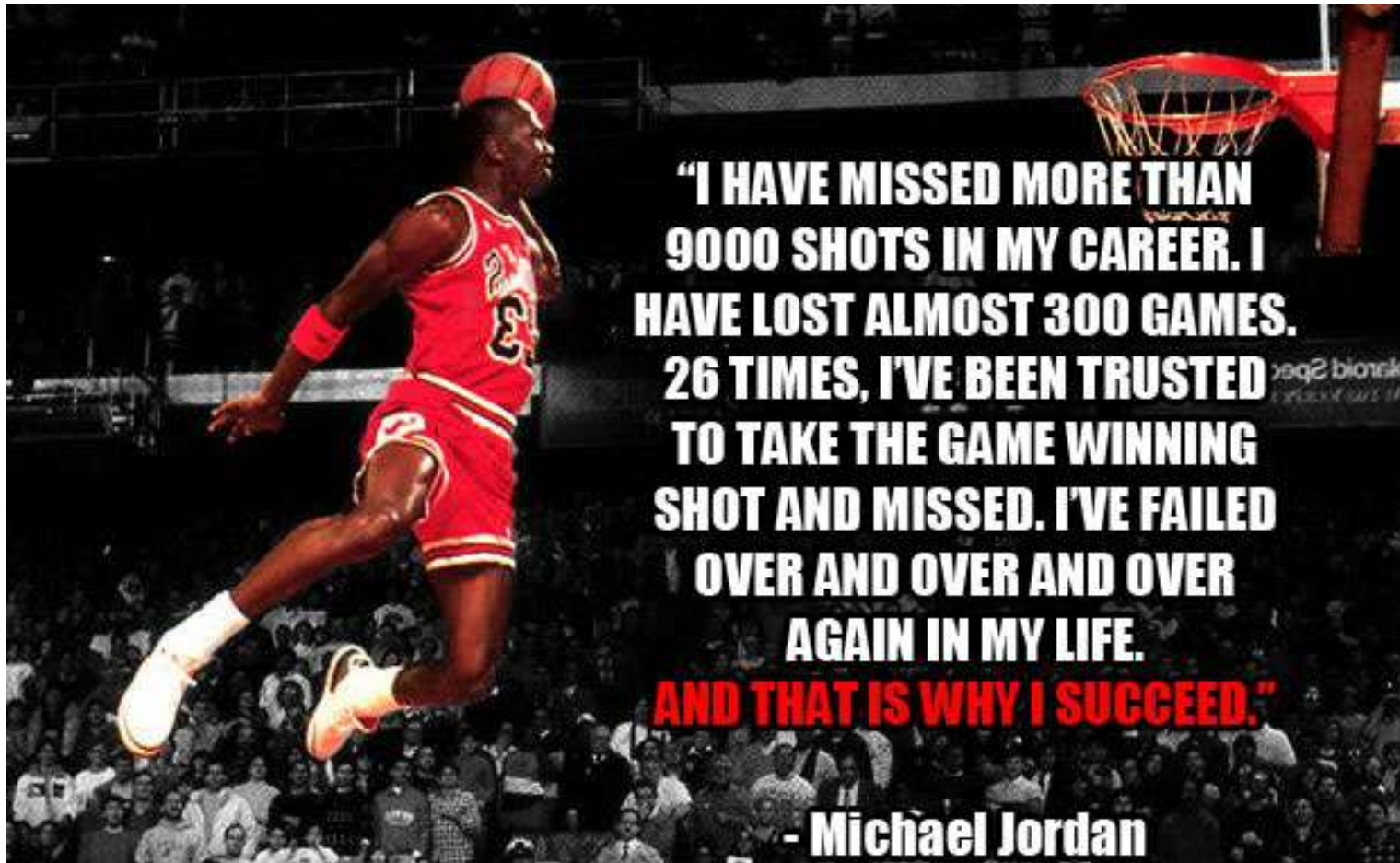
Nelson Mandela



## STEP 6: REDEFINE SUCCESS

- ⦿ I have beaten my personal best
- ⦿ I have added to my skills
- ⦿ I have grown from the failure
- ⦿ It does not mean I accomplished 100 % of what I set out to do.
- ⦿ It does not mean I achieved perfection

# A GRITTY GUY WITH A GROWTH MINDSET



**"I HAVE MISSED MORE THAN  
9000 SHOTS IN MY CAREER. I  
HAVE LOST ALMOST 300 GAMES.  
26 TIMES, I'VE BEEN TRUSTED  
TO TAKE THE GAME WINNING  
SHOT AND MISSED. I'VE FAILED  
OVER AND OVER AND OVER  
AGAIN IN MY LIFE.  
AND THAT IS WHY I SUCCEED."**

**- Michael Jordan**

# THE BEST IN NBA HISTORY

**50 %**

# **STEP 7: PROVIDE THE CHILD SPACE TO HAVE EXPERIENCES**

# A SWEATER IS ....

What the child has to put on when the mother  
feels cold

*The Kidictionary, 2016*

# YOU ARE THE BOSS OF THE SOUP



# EMBRACE EXPERIENCE: A SOURCE OF INTERNALIZED CONTROLS

Where Does Good Judgment Come From ?  
Experience.

Where Does Experience Come From ?  
Bad Judgment, Examined.



# ALLOW EXPERIENCE TO HAPPEN

**Do Not Rescue The Student From A Growth  
Zone Experience.**

**Facilitate The Processing Of It.**

# STEP 8: BECOME A PROCESS JUNKIE



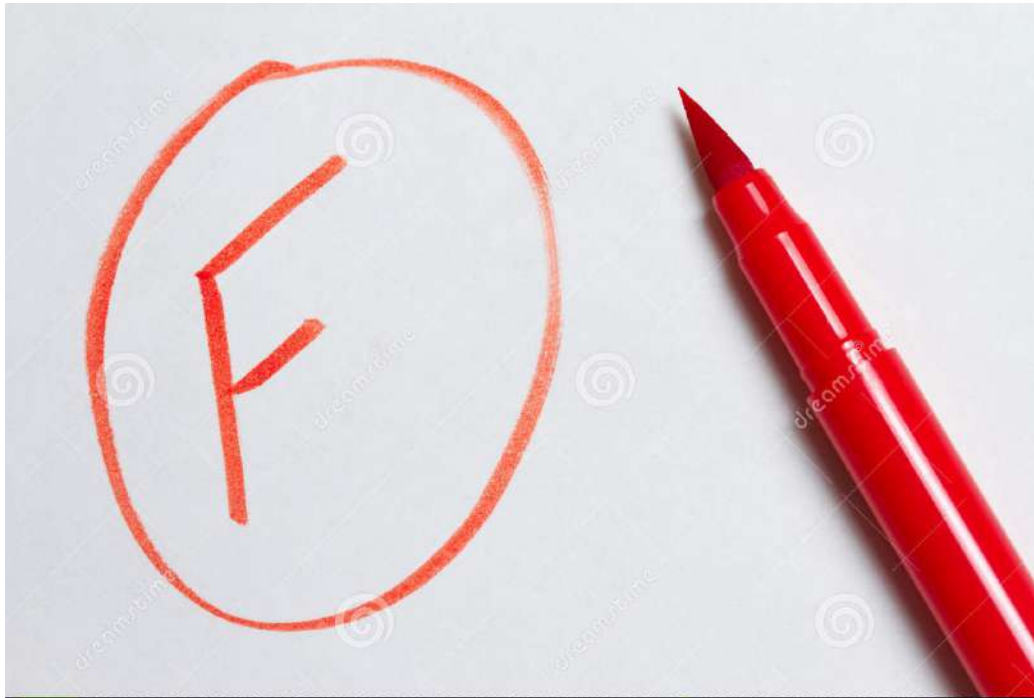
# UNCOVER THE CHILD'S

- ⦿ An event
- ⦿ An appraisal of the demands presented by the event
- ⦿ An appraisal of the personal tools available to meet these demands
- ⦿ An appraisal of the probability of success and the cost of failure
- ⦿ A physiological stress response that provides physical resources to meet the demands
- ⦿ An emotional label for that stress response
- ⦿ A behavioral response

# WHAT TO PROCESS

- ⦿ The failures: How do you make your F's ?
- ⦿ The successes: What about the A's ?
- ⦿ It is all about the decisions you make
- ⦿ Decisions = Control
- ⦿ The goal is Internalized Control

# HOW DO YOU MAKE YOUR F'S ?



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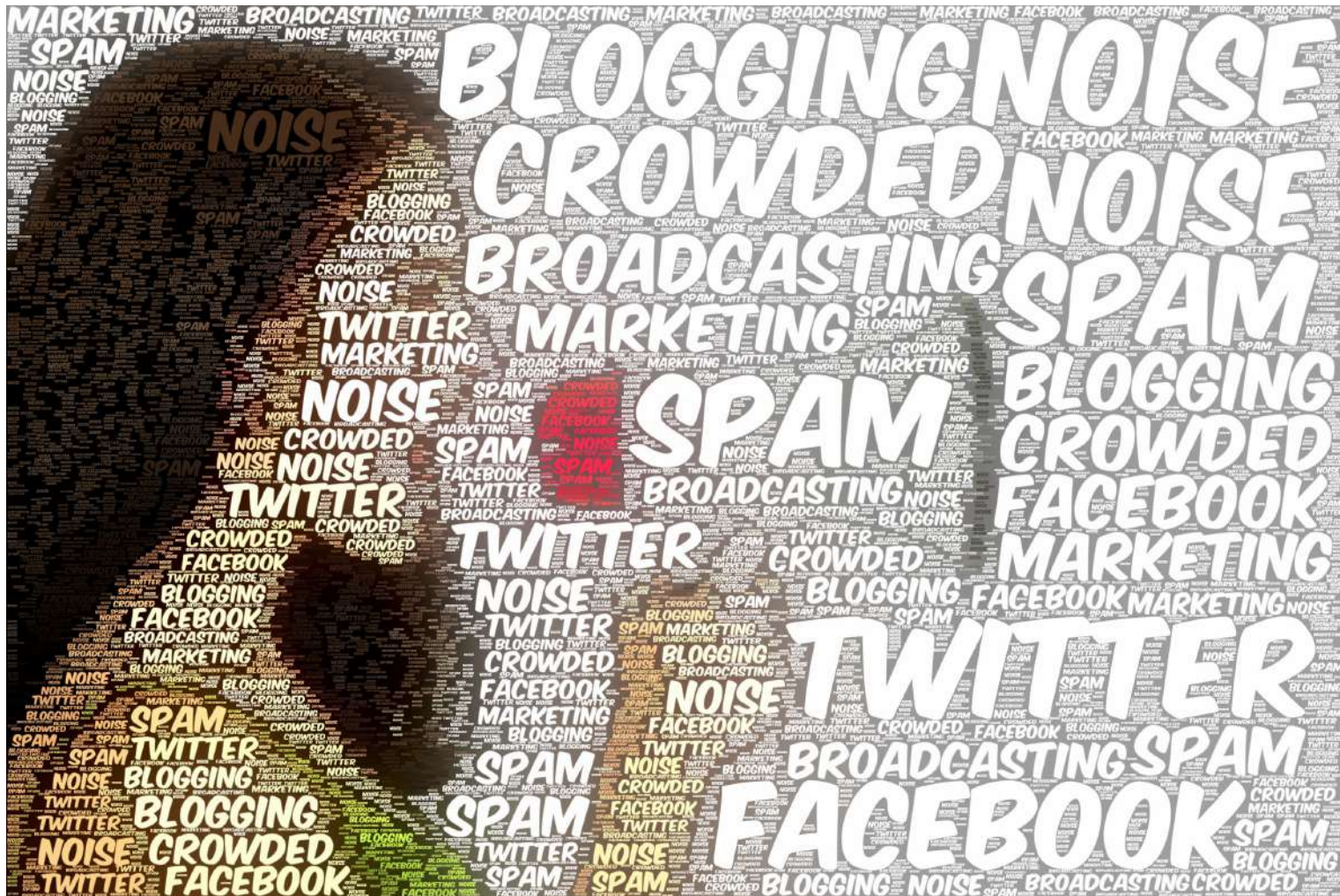
HOW DO YOU MAKE YOUR A'S ?



**TIME** IS ON MY SIDE, YES IT IS  
THE STONES



# THE CURRENT MILIEU





# DOUBLE EDGED SWORD



**YOU HAVE  
NO TIME TO  
BE UPSET IF  
YOU KEEP  
YOURSELF BUSY**

**DON'T JUST DO  
SOMETHING,**



**STAND THERE!**

**"Don't just do something,  
stand there"**



**The White Rabbit  
(Disney's Alice in  
Wonderland movie, 1951)**

**... and do some  
systems thinking**

# THE OUTCOME OF PROCESSING

Because I Have Processed My Experiences

I Know What I Do That Creates and Limits Success

Therefore, I Have A Choice As To What I Do

I Can Achieve Even When Stressed

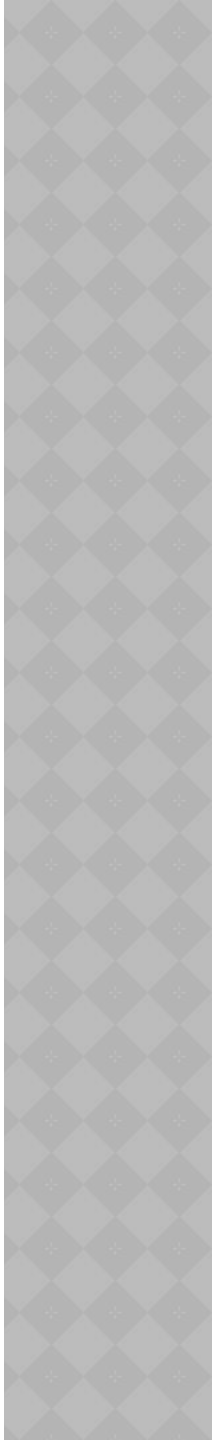
Therefore, I Have Control

Control is Power

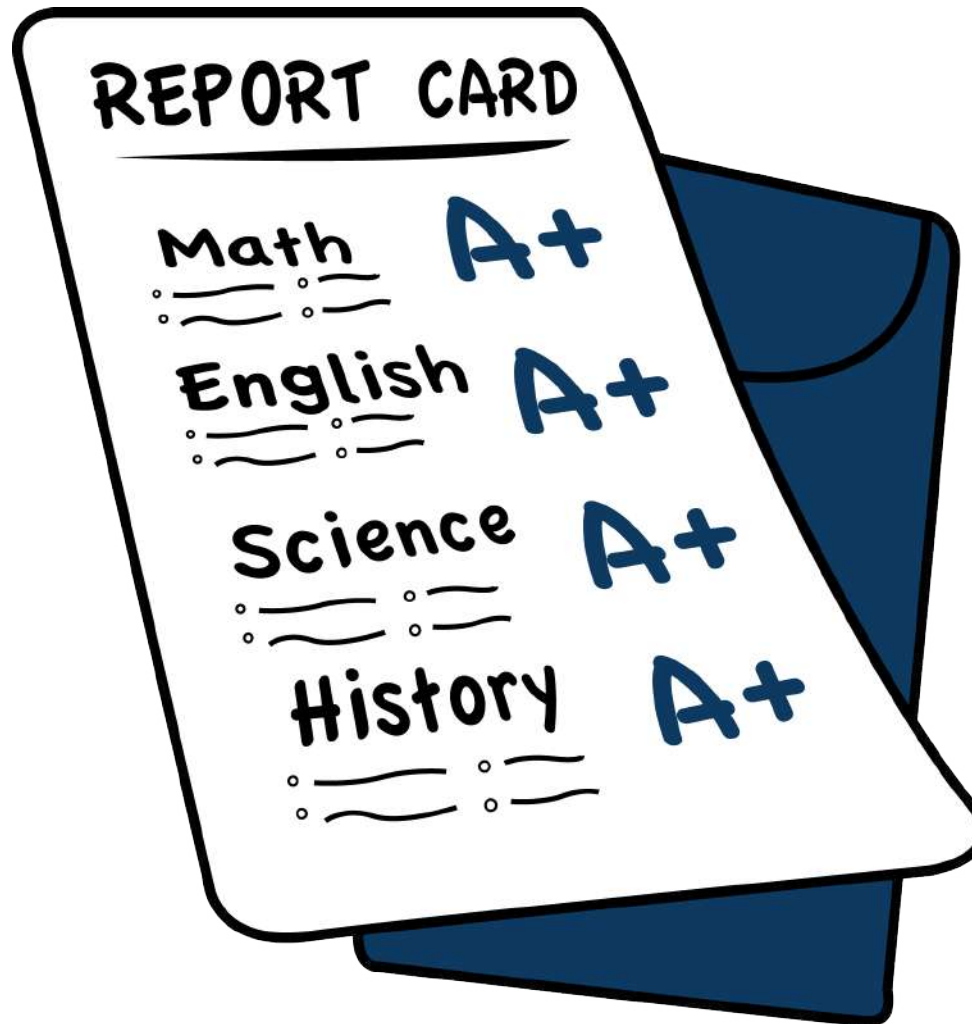
# THE STAGES OF TAKING ON A LIFE DEMAND

- ⦿ An event
- ⦿ An **accurate** appraisal of the demands presented by the event **based on my experiences**
- ⦿ An **accurate** appraisal of the personal tools available to meet these demands **based on my experiences**
- ⦿ An **accurate** appraisal of the probability of success and the cost of failure based on experience
- ⦿ A **well modulated** physiological stress response that provides physical resources to meet the demands
- ⦿ An **effective** emotional label for that stress response
- ⦿ An **Active Voice** behavioral response

# **STEP 9:** HOW DO YOU MEASURE AND CELEBRATE SUCCESS ?

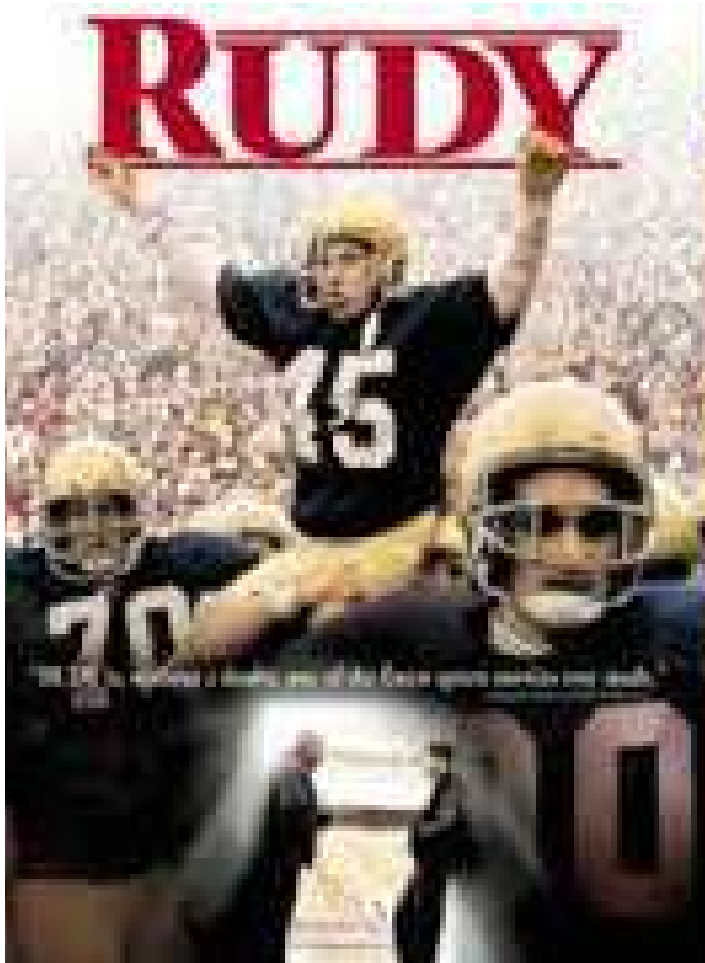


# THE OUTCOME ?

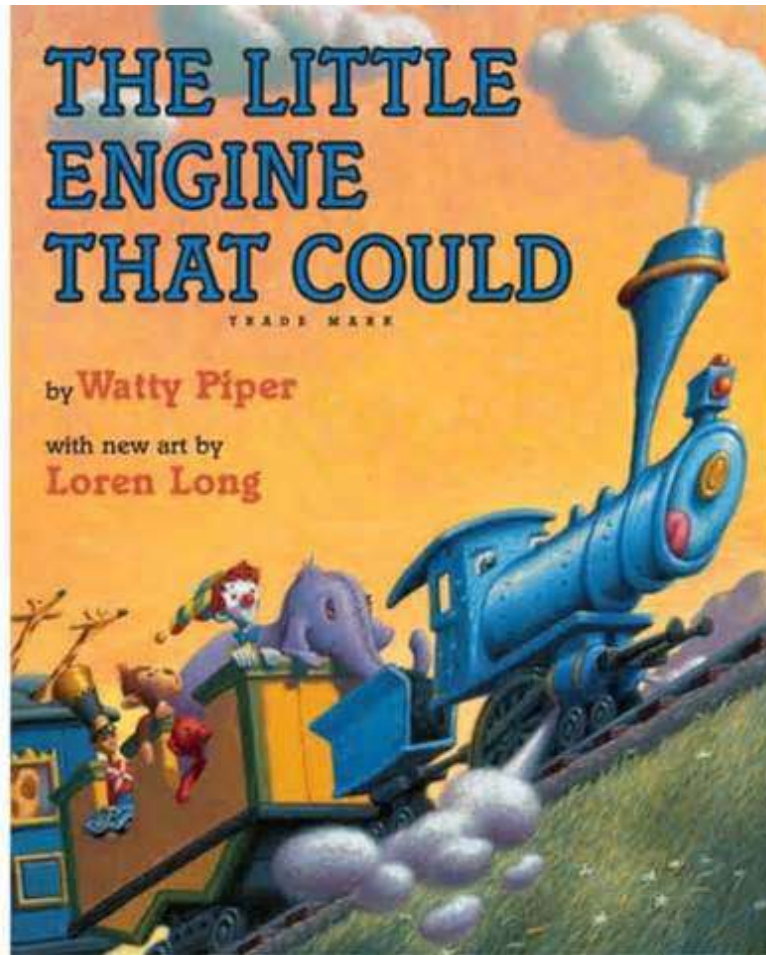


OR THE PROCESS ?





# THE LITTLE ENGINE THAT DID



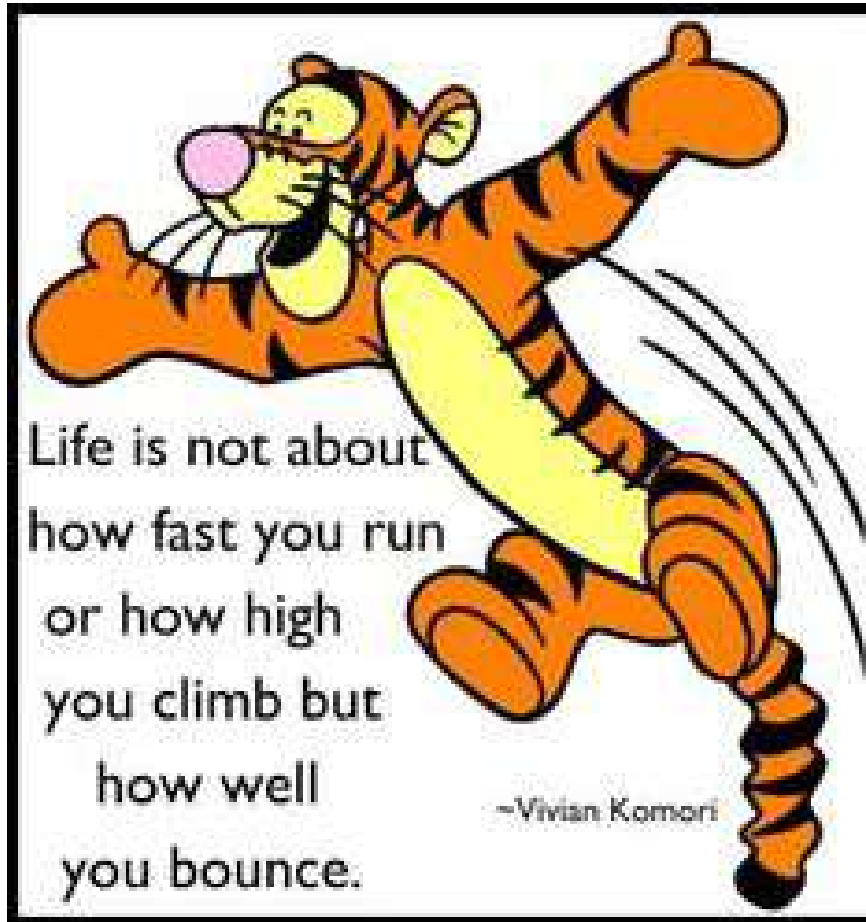
# THE GRINDER



B, S, & T



# BOUNCES BACK



NEED I SAY MORE ?



## STEP 10: YES YOU CAN SAY MORE

- ⦿ Develop a list of synonyms and symbols for Grit
- ⦿ Say its name, a lot
- ⦿ Represent it around the house

# THE SPANX PROCESS

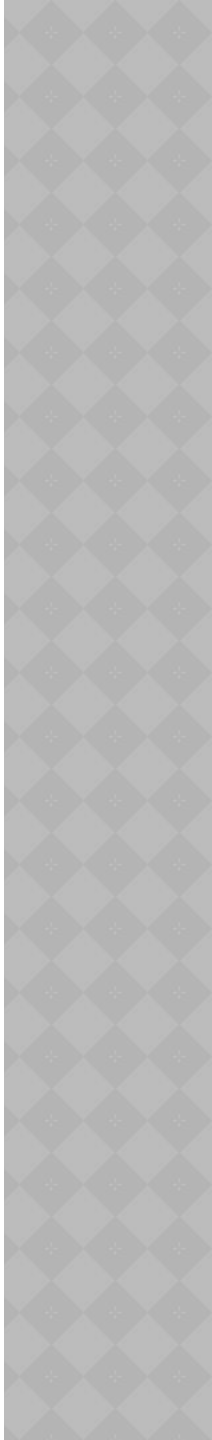




# THE GOLDEN CHILD VS THE SCARRED CHILD



# **STEP 11:** WHAT WILL BE YOUR PARENTING STYLE ?



# THE PARENTS' MANUAL

**Thou Shalt Worry About Your Children**

Page 306, Paragraph 4

# WATCH YOUR LANGUAGE



# PARENTING STYLES

- ◎ The Warrior
- ◎ The Repair(wo)man
- ◎ The Director
- ◎ The DI
- ◎ The Coach

# THE WARRIOR

- Super advocate
- Fights every battle for the child
- With an Army like mine, who needs to fight for myself
- Nuke 'em Mom !
  
- **The Message: You Are Not Capable**

# THE REPAIR (WO)MAN

- ⦿ Automatically fix the consequences of or fill in the gaps caused by the child's behavior
- ⦿ Asking if homework is done
- ⦿ Checking the grade portal
- ⦿ Editing assignments
  
- ⦿ **The Message: Experience doesn't matter**

# THE DIRECTOR

- ⦿ Expert at recognizing problem situations or red flags
- ⦿ Quickly jumps in with suggestions for assignments, solving interpersonal conflicts, etc.
- ⦿ **The Message:** You do not have to practice leading or solving problems to become proficient at leading or solving problems because it is easy.



# THE DI

- ⦿ Just Do It !
- ⦿ You could if you wanted to, you just don't want to.

# A COACH IS A MENTOR



One of the greatest values of mentors is the ability to see ahead what others cannot see and to help them navigate a course to their destination.

— *John C. Maxwell* —

AZ QUOTES

# THE COACH'S OBJECTIVE

How do I help him or her find a pathway to success and do so in a way s/he is stronger for taking the journey

# THE GUIDE ON THE SIDE, NOT THE SAGE ON THE STAGE

"For the things we have  
to learn before we can  
do them, we learn by  
doing them."

-Aristotle

# THE STAGES OF TAKING ON A LIFE DEMAND

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- ⦿ An Active Voice Behavioral Response

# THE PARENTS' MANUAL

**Thou Shalt Worry About Your Children**

Page 306, Paragraph 4

# TO COACH OR NOT ?

- ⦿ A problem I need to solve for the child ( or myself ), or
- ⦿ A teachable moment
- ⦿ Your anxiety can cause you to over-parent, e.g. I have no idea what to do so I just start saying stuff.

# THE OBJECTIVE

- ⦿ Is not to create easily managed children
- ⦿ Rather, it is to develop self-managed children
- ⦿ Because college is like being in the candy store with no adult supervision



# WHAT IS YOUR GOAL ?



# THE CORRAL



# ARE YOU SAYING JUST “LET THEM FAIL” ?

- ⦿ If they are trying, they will fail.
- ⦿ A failure well examined and processed is more valuable than a success created without thought.
- ⦿ So, yes, let them fail and then create a strength out of it by processing it.

# RESOURCES

- ◎ ***Fostering Grit***, Thomas R. Hoerr
- ◎ ***Mindset***, Carol Dweck, PhD
- ◎ ***TED Talk***, Angela Duckworth, PhD
- ◎ ***The Wright Brothers***, David McCullough
- ◎ ***Ready For Take-Off***, Theresa Maitland PhD  
and Patricia Quinn, MD