RESILIENCE: Lesson 1
Growth Mindset

Written By: Rajinder Gill, Co-Creator of the New World of Work Series
Enhancements By: Shannon Wells, Statewide TAP Employability Skills and Brad Davis, Santa Rosa Junior College

ACADEMIC LEARNING GOALS (OUTCOMES/OBJECTIVES) FOR THIS LESSON:
(What learners should know or be able to do as a result of the lesson.)

The four primary attributes of Resilience covered in Lesson 1 & Lesson 2 are listed. This lesson will primarily provide an overview of attributes 1 & 2:

1. **Believes in personal growth and change by seeing new knowledge and skills as a way of life, not just a one-time thing.**

2. **Sets priorities and goals, anticipates possible consequences, and has back-up plans.**

3. **Bounces back when things go wrong. Figures out what happened and how to learn from it when making future decisions.**

4. **Listens to others’ views while also speaking up for oneself in order to learn from feedback and resolve conflicts.**

CRITICAL THINKING SKILLS UTILIZED IN THIS LESSON:
(What elements of the lesson allow learners to utilize critical thinking techniques.)

- Using facilitation strategies in addition to instruction will encourage learner participation and opportunities to exercise critical thinking.
- In this lesson, the facilitation strategies are an assessment and activities to analyze growth vs. fixed mindset tendencies and setting goals.
- Think of the 80-20 rule. 80% of this lesson is ready for use, 20% can be enhanced by interactive activities and examples you come up with as an instructor. After using this lesson, you can provide your feedback and enhancements through the [www.newworldofwork.org](http://www.newworldofwork.org) website.
The skills lessons have been designed to go along with the New World of Work/CreatorUp video content. All the Lesson 1’s can incorporate the “What Not to Do” videos and all Lesson 2’s can utilize the 21st Century Skills Video Assessments. These videos can also assist in hybrid/online courses. Gauge student interest in the videos and play throughout the course as needed.

**This lesson uses:**

- New World of Work Resilience “What Not to Do” Video: [www.youtube.com/watch?v=RwGa5m90ysk](www.youtube.com/watch?v=RwGa5m90ysk)
- Growth Mindset Animation: [www.youtube.com/watch?v=-_oqghnx8mY](www.youtube.com/watch?v=-_oqghnx8mY)
- Resilience Self-Assessment Handout
- Wheel of Life Handout

**INSTRUCTION:**

**Instructor Notes (General):**

To allow for greater flexibility of delivery, lessons can be shortened to fit into a 45min class period. They can be expanded, with more time for facilitated activities and examples, up to a 90min session.

PPT presentation slides have been kept basic to avoid copyright infringement on images hosted open source. Feel free to add your own images when presenting the slides to your learners.

**Instructor Notes (Lesson-Specific):**

If you are teaching the skills in a series, Resilience is a good skill to follow Analysis/ Solution Mindset and precede Entrepreneurial Mindset. It builds on concepts of trying multiple options to get to desired solutions (without giving up) and how these qualities are also found among entrepreneurial, innovative thinkers.

1. **PPT Slides 1&2:** Introduce the lesson topic and ask the class what they think resilience at work means. What are the characteristics/attributes of resilience? Then review slide 2 with them. Let them know the focus if this lesson will be attributes 1 & 2 (in bold).

2. **PPT Slide 3: Before** you introduce the concept of fixed vs. growth mindset, have students take the **Resilience Self-Assessment.** Don’t tell them it is fixed vs. growth; just see what answers they naturally choose. Explain the scoring key and help run through each question using the key with the class as a whole. The key can be a bit confusing, so try and provide as much guidance on scoring as possible. **After** the assessment is scored, pull up PPT Slide 3 and ask students to share results. **Point out that some of the statements related to abilities and some to personality traits. A student could have a growth mindset for abilities but fixed for personality traits or vise versa.**
3. **PPT Slide 4**: Go over the differences between having a fixed vs. growth mindset. The reference information for this slide can be accessed at:
www.brainpickings.org/2014/01/29/carol-dweck-mindset/

4. **PPT Slide 5**: Show the 21st Century Skills Resilience video to help demonstrate what happens when someone has a fixed mindset. Ask the class to comment on the slide's questions for the video.
www.youtube.com/watch?v=RwGa5m90ysk

5. **PPT Slides 6 & 7**: These slides go along with the Michael Graham Richard website that can be pulled up as well as the slides.

michaelgr.com/2007/04/15/fixed-mindset-vs-growth-mindset-which-one-are-you/

It is helpful to run through the different ways fixed mindset and growth mindset individuals respond to challenges, obstacles, etc.

6. **PPT Slide 8: Neuroplasticity** is the brain development theory behind the categories of fixed vs. growth mindset. For background, visit: bebrainfit.com/brain-plasticity/

(Optional) You can show the class the Neuroplasticity video by Sentis:
www.youtube.com/watch?t=232&v=5KLpxDtMqe8

Discuss how the act of learning increases synapses and quite literally contributes to a growth mindset. Ask students if they were aware of Neuroplasticity? What does it mean in relationship to building 21st Century Skills?

7. **PPT Slide 9**: Play the animation video on Growth Mindset: www.youtube.com/watch?v=-_oqghnxBmY

Then have students practice re-writing fixed mindset statements into growth mindset statements. This can be done on sticky notes or poster paper and then displayed around the room.

8. **PPT Slides 10 &11**: The **Wheel of Life** activity helps reinforce the core traits of resilience and allows students to practice growth mindset. Distribute the handout.

Explain that each person can pick his/her own categories to represent the most important elements in his/her life that currently relate to college and career success. For each category, students need to fill in/shade from 1-10 to show how well each category is currently going. For example, perhaps they list “Internship” as one category, but currently rank it at a 5 because they are having a hard time understanding a task they have been assigned.

On the back of the sheet, they have to designate Action Steps for the next month to try and boost the ranking. Collect all the sheets and then redistribute them a month later. At that point, discuss with students to what extent they did/did not do their Action Steps, what were the results, and how can they reevaluate the categories now?
CLASS CLOSURE: (How the information relates to students’ life experiences/academic goals and/or the intro. for the next session of instruction.)

LinkedIn and New World of Work have partnered to provide suggested next steps after each of NWoW’s 21st Century Skills lessons. Learners can go through self-paced, online video courses through LinkedIn Learning’s Lynda.com platform to build on their knowledge and application of employability skills. This can be done within the class, assigned as homework, and/or hosted online if you are incorporating a hybrid format. Learners earn certificates of completion, which can be showcased on their LinkedIn profiles along with digital badges and skills verifications.

Go to: www.linkedin.com/learning

Suggested Courses and Videos for Resilience at the Postsecondary Education Level

Achieving Your Goals:
www.linkedin.com/learning/leading-and-working-in-teams

Balancing Work and Life:
www.linkedin.com/learning/balancing-work-and-life

Learn the importance of goal setting:
www.linkedin.com/learning/setting-team-and-employee-goals/learn-the-importance-of-goal-setting

Set priorities:
www.linkedin.com/learning/developing-business-acumen/set-priorities

Learning from your mistakes:

Giving feedback
www.linkedin.com/learning/communication-tips-weekly/giving-feedback

Building new skills:
www.linkedin.com/learning/getting-promoted/building-new-skills

Resolving conflict:
www.linkedin.com/learning/management-foundations/resolving-conflict

Prioritization overview:
www.linkedin.com/learning/agile-product-owner-role-techniques/prioritization-overview

*Videos are hyperlinked and can also be accessed through the NWoW- LinkedIn Crosswalk