



21 Day Grit and Growth Mindset Project

CONCEPT:

We invite you to participate in a 21 day challenge composed of short daily activities that will help you to build your knowledge of these concepts and acquire tools to develop grit and a growth mindset-orientation.

INTRODUCTION:

The ABA Commission on Women in the Profession created the Grit Project “to educate women lawyers about the science behind grit and growth mindset – two important traits that many successful women lawyers have in common.” Grit and growth mindset, in turn, help to build resilience and confidence. When combined with a sense of purpose, authenticity and community, these traits help to keep women in the profession – even while we work to address the larger systemic challenges that threaten to deplete the number of women practicing law.

HOW THIS WORKS:

The 21 Day Grit and Growth Mindset Challenge was created to help you develop and enhance your grit and growth mindset by consistently engaging in short, daily challenges: reading thought provoking articles, watching videos, reviewing case studies, and taking concrete, habit-forming actions. Do them on your own, or form a Grit Group to unpack the challenges and learnings together. Throughout the challenge and afterwards, the ABA Commission on Women in the Profession’s [Grit Project Toolkit](#) is at your disposal for further resources and opportunities to engage and further build your grit and growth mindset muscles.

PRE-WORK	Do the Grit Self-Assessment: https://angeladuckworth.com/grit-scale/ .	Use the grit scale questions developed by Dr. Angela Duckworth to assess your grit. There are no right or wrong answers, just answer honestly, considering how you compare to most people. At the end, you'll get a score that reflects how passionate and persevering you see yourself to be before diving into the Grit and Growth Mindset Project.
DAY 1	Watch Angela Duckworth's TED talk: Grit: The Power of Passion and Perseverance	Angela Duckworth is the originator of grit. This TED talk explains her theory of "grit" as a predictor of success.
DAY 2	Listen to Brene Brown's Podcast Episode: "Unlocking Us - Brene on Day 2" BONUS: Also listen to Brene's podcast with Emily and Amelia Nagoski: "Burnout and How to Complete the Stress Cycle"	Though not directly about grit, this podcast discusses the importance of sticking through the hard parts, with tips on how to do so. The bonus podcast discusses what causes burnout, what it does to our bodies, and how we can move through the emotional exhaustion.
DAY 3	Read Milana Hogan and Katie Larkin Wong's piece in the Women's Law journal: "Grit & Mindset: Implications for Women Lawyers"	Based on a panel discussion at NAWL's 2013 Annual Conference, "Dust Yourself Off and Keep on Going: Improving Your Grit & Mindset to Overcome the Challenges that Women Face in the Practice of Law," this article focuses on Milana Hogan's research into two traits, grit and mindset, and their correlation with women's success in the law.
DAY 4	Read Carol Dweck's blog, "A Summary of Growth and Fixed Mindsets" BONUS: Watch Carol Dweck's TED Talk: "The power of believing that you can improve" -OR- Learn more about Carol Dweck's Growth Mindset	Carol Dweck researches "growth mindset" — the idea that we can grow our brain's capacity to learn and to solve problems. This talk describes two ways to think about a problem that's slightly too hard for you to solve.
DAY 5	Listen to Judith Heumann's TED Talk: "Our fight for disability rights and why we're not done yet" -AND- Her Simple Things Count Episode: "Judy Heumann: Disability is a strength"	These videos provide a case study of growth mindset, resilience, and grit. Judith Heumann has been involved on the international front working with disabled people's organizations and governments around the world to advance the human rights of disabled people.
DAY 6	Listen to Carson Bylow's TEDxYouth@AASSofia talk: "The Mindset of a Champion"	Carson Bylow was in 5th Grade when he recorded this video. He wrote his talk about growth and fixed mindsets and shared his struggle - and precocious wisdom.
DAY 7	Listen to Shannon Huffman Polson's Episode on the HBR IdeaCast podcast: "To Build Grit, Go Back to Basics"	Shannon Huffman Polson coaches people on developing grit in their careers and workplaces. Like building a muscle, the process begins with recognizing your story and understanding your core purpose. Polson explains how it is possible to strengthen this skill, even during the stress and strain of severe challenges - like a pandemic.

DAY 8	Read about Aminatou Sow and Ann Friedman's Shine Theory	Shine Theory is an investment, over the long term, in helping someone be their best self—and relying on their help in return. Not directly about grit, this focuses on lifting each other up and providing support to one another - which fuels grit and growth mindset.
DAY 9	Read this NYT Article: "What We Can Learn From Endurance Athletes About Getting Through This Pandemic" by Brad Stulberg	This article highlights why rest is such an important aspect to being effective, resilient, gritty.
DAY 10	Listen to Alison Levine's TED Talk: "Lessons from the ledge."	Alison Levine served as the team captain of the first American Women's Everest Expedition. Her TED Talk focuses on the grit of leading this all women Mount Everest expedition.
DAY 11	Listen to Haben Girma's TED Talk: "Why I work to remove access barriers for students with disabilities"	Haben Girma's talk is a case study of grit, as she shares her story of making it as a blind and deaf immigrant woman - to Harvard Law, climbing glaciers, dancing, and beyond.
DAY 12	Listen to the Curious Minds podcast Episode 171: "Anne Helen Petersen on Workplace Burnout" -OR- Episode 172: "Ashley Williams on How to Reclaim Your Time"	These Curious Minds podcast episodes provide tips and advice on how to avoid workplace burnout, how to reclaim your time, and overall be more productive in the ways you choose.
DAY 13	Listen to Celeste Headlee and Ann Grady's discussion: "How To Cultivate The Resilience We Need Now"	Anne Grady shares inspiration and practical advice to help you cultivate courage, improve resilience, better navigate uncertainty, and bring some sanity to a chaotic time.
DAY 14	Read the TED Ideas blog post: "What we learned from walking in the footsteps of Harriet Tubman" Listen to T. Morgan Dixon and Vanessa Garrison's TED Talk: "The trauma of systematic racism is killing Black women."	For another resilience and grit case study, read about Girl Trek cofounder T. Morgan Dixon's story of hiking the path Harriet Tubman took to freedom in celebration Harriet Tubman Day on March 10, 2018, and listen to her TED Talk with Girl Trek cofounder Vanessa Garrison.

DAY 15	<p>Listen to Surbhi Sachdev's TED Talk: "The Power of a Growth Mindset"</p> <p>BONUS EXERCISE: Ponder this image and think about reframing a recent struggle on the continuum.</p> <p>-OR-</p> <p>Read MetaLearn's article, "The Biggest Obstacle to Learning." Pick out one limiting belief you struggle with and cross examine it today.</p>	<p>Surbhi Sachdev's talk will ignite your growth mindset development. She uses the story of her journey, her passion and life as examples for motivation.</p>
DAY 16	<p>Read this HBR Article by Ryan Gottfredson and Chris Reina: "To Be a Great Leader, You Need the Right Mindset"</p>	<p>This article explores various mindsets and how they dictate what information leaders will take in and use to make sense of, and navigate, situations they encounter.</p>
DAY 17	<p>Watch Trevor Noah's interview with Chris Wilson on The Daily Show: "The Master Plan & Overcoming"</p>	<p>In this interview Chris Wilson describes the self-improvement plan he devised in prison, developing the grit which led to getting multiple degrees in prison and build businesses despite challenge after challenge outside the prison system.</p>
DAY 18	<p>Read Kori D. Miller's Positive Psychology Article: "Using Grit and Resilience"</p> <p>BONUS: Read Cari Haught Coats' Forbes Article: "Grit And Grace: A Power Combination For Women Leaders"</p>	<p>Both of these articles show how a grit and a growth mindset can reinforce one another, making you more resilient and a stronger leader.</p>
DAY 19	<p>Listen to Luvvie Ajayi's TED Talk: "Get Comfortable with Being Uncomfortable"</p>	<p>Luvvie Ajayi discusses why your silence on issues serves no one, and shares three questions to ask yourself if you're on the edge of speaking up or staying silent.</p>
DAY 20	<p>Read the City & State article: "Ruth Bader Ginsburg: the epitome of New York grit"</p>	<p>The epitome of growth mindset, RBG has been an example of resilience and grit throughout the women's law field for decades.</p>
DAY 21	<p>Listen to Steve Cohen on Morgan Lewis Talks give a Meditation for Resilience and Leadership</p> <p>-OR-</p> <p>Chicago Daily Law Bulletin's A Moment of Meditation with "The Anxious Lawyer" Jeena Cho: "Meditation for Lawyers"</p>	<p>Listen to these meditations to see how you can incorporate meditations, and leadership practices into your daily life.</p>
NOTE:	<p>Consider this critique of Grit and Growth Mindset as being potentially perpetuating white-dominant power structures for different perspective and contemplation: https://www.amle.org/BrowsebyTopic/WhatsNew/WNDet/TabId/270/ArtMID/888/ArticleID/937/Grit-and-Growth-Mindset-Deficit-Thinking.aspx</p>	

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