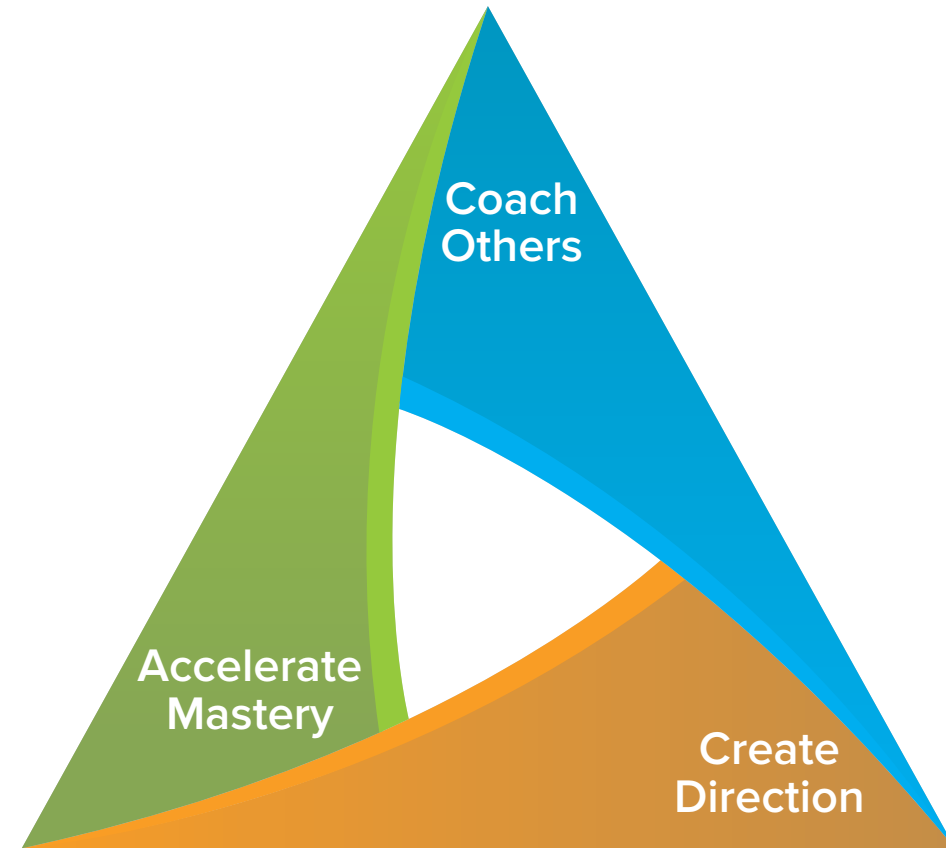


TRUE GRIT: COACHING FOR RESILIENCE & INNER STRENGTH



The Leading Change Model



Create Direction: Grit Elements

How best to lead/train/coach/support?

Understand Passions



Connect with Greater Purpose



My Passions

My Passions

Identify the six Passions that bring you the most joy.

1. Reading
2. Learning & Knowledge
3. Fitness
4. Serving Others
5. Story-Telling
6. Outdoors
7. Engineering
8. Travel
9. Technology
10. New Experiences
11. Relationships
12. Writing
13. Sports
14. Food & Wine
15. Innovation
16. Self-Realization
17. Freedom
18. Friends
19. Community
20. Beauty & Aesthetics
21. Commerce
22. Tranquility
23. Love
24. Adventure
25. Creating Wealth
26. Art
27. Nature
28. Design
29. Research
30. Creativity
31. Spirituality
32. Health
33. Meeting People
34. Science
35. Personal Development
36. Animals
37. Collecting
38. Agriculture & Gardening
39. Music
40. Cooking
41. History
42. Problem-Solving
43. Building
44. Coaching
45. Family
46. Humor
47. Politics
48. Entertainment
49. Medicine
50. Romance
51. Planning
52. Entertaining

Notes:

Coaching Questions for Understanding Passions

- When you're at your very best, what are you doing?
- For what do you want to be known?
- When was the last time you lost track of time? What were you doing?
- What brings you great joy?

My Purpose

Identify the three Core Ideals that are most important to you at this point in your life and career.

1. Equality, Justice, & Fairness
2. Honesty, Integrity, & Ethics
3. Accountability, Responsibility, & Self-Reliance
4. Knowledge, Understanding, & Wisdom
5. Commitment, Discipline, & Perseverance
6. Acceptance, Inclusion, & Diversity
7. Community, Teamwork, & Cooperation
8. Bravery, Courage, & Valor
9. Benevolence, Charity, & Sharing
10. Excellence, Quality, & Distinction
11. Peace, Harmony, & Non-Violence
12. Safety, Thoughtfulness, & Security
13. Discernment, Judgment, & Acumen
14. Confidence, Poise, & Self-Assurance
15. Honor, Dignity, & Principle
16. Inspiration, Influence, & Impact
17. Service, Selflessness, & Sacrifice
18. Hopefulness, Optimism, & Positivity
19. Competition, Challenge, & Achievement
20. Environment, Nature, & Sustainability
21. Faith, Spirituality, & Righteousness
22. Prosperity, Wealth, & Capital
23. Serenity, Peacefulness, & Tranquility
24. Decency, Morality, & Civility
25. Knowledge, Research, & Learning
26. Country, Patriotism, & Loyalty
27. Commerce, Business, & Enterprise
28. Kindness, Compassion, & Thoughtfulness
29. Freedom, Autonomy, & Self-Determination
30. Reality, Facts, & Truth
31. Graciousness, Courtesy, & Sociability
32. Simplicity, Practicality, & Prudence
33. Position, Power, & Authority
34. History, Tradition, & Antiquity
35. Resolve, Discipline, & Determination
36. Exploration, Discovery, & Pioneering
37. Order, Organization, & Structure
38. Education, Learning, & Enlightenment
39. Reason, Rationality, & Logic
40. Vision, Planning, & Readiness
41. Communication, Expression, & Interaction
42. Self-Awareness, Education, & Growth

Identify three Core Ideals that are *most* important to you at this point in your career and life.

Three Types of Purpose

- **Competence:** the function that our product serves
- **Culture:** the intent with which we run our business
- **Cause:** the social good to which we aspire

Source: HBR

Potential Team Coaching Questions: *Greater Purpose*

1. What is your team's most important work and whom do you serve? What does exceptional work look like?
2. How does the organization's success depend on your team's great work?
3. In what ways can the team exceed all expectations?
4. What is special and distinctive about your team? Of what are you most proud?
5. What about the team's work makes it worthy of everyone's very best efforts?
6. What enormous dilemmas, obstacles, difficulties, and challenges does your team face? What will happen if you do not persevere?
7. What important values do members share?
8. What investments and sacrifices are necessary for success?
9. How can every team member have a starring role in the work?
10. What exciting future awaits your team?

Accelerate Mastery: Grit Elements

How best to lead/train/coach/support?

Build Confidence: Mindset



Boost Competence: Practice



Potential Imposter Syndrome Coaching Questions

1. **Acknowledging Achievements:** What can you do better than most? What opportunities exist to use those strengths?
2. **Recognizing Resiliency:** What obstacles have you faced that you've worked through? What helped you overcome those obstacles?
3. **Setting Realistic Expectations:** How do you define success and what you should achieve in this new role/project/opportunity? Should any of these expectations be adjusted?
4. **Challenging the Imposter Feeling:** Reflecting on the recent past, what were specific instances where your "inner critic" was loudest? How will you notice your inner critic this week? How will you quiet it?
5. **Developing Strategies to Overcome:** What small steps can you take to start overcoming these feelings? What does short-term success look like?

Coaching Questions for a Growth Mindset:

1. What did you learn today?
2. What mistake did you make that taught you something?
3. What did you try hard at today?

Carol S. Dweck

Coach Others: Grit Elements

How best to lead/train/coach/support?

Build Accountability



Optimism/Hope



My Accountability Worksheet

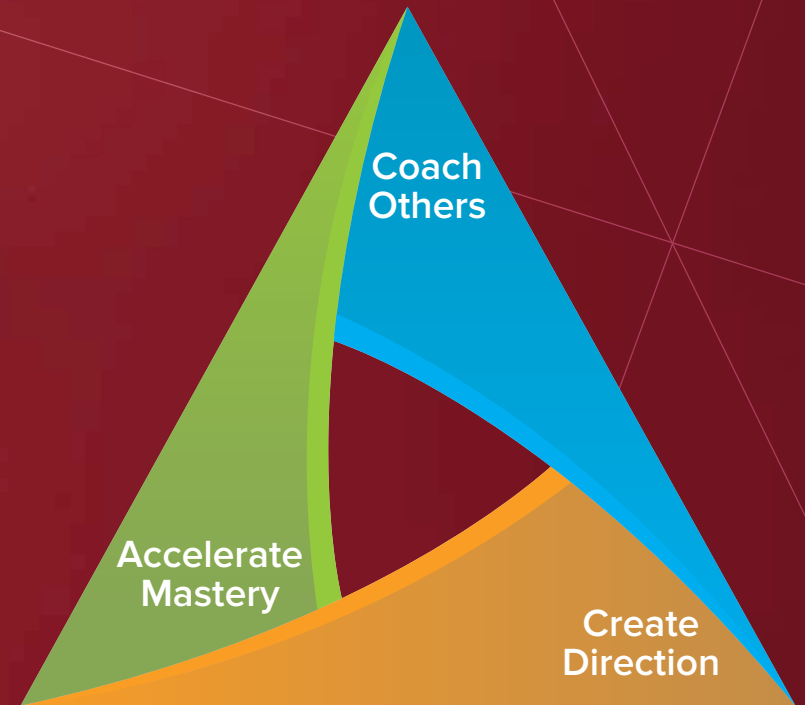
1. Identify an important result (outcome) for which you are accountable and complete the worksheet.
2. Identify an important result (outcome) that you expect from your leader, a colleague, and one team member, and complete the worksheet.

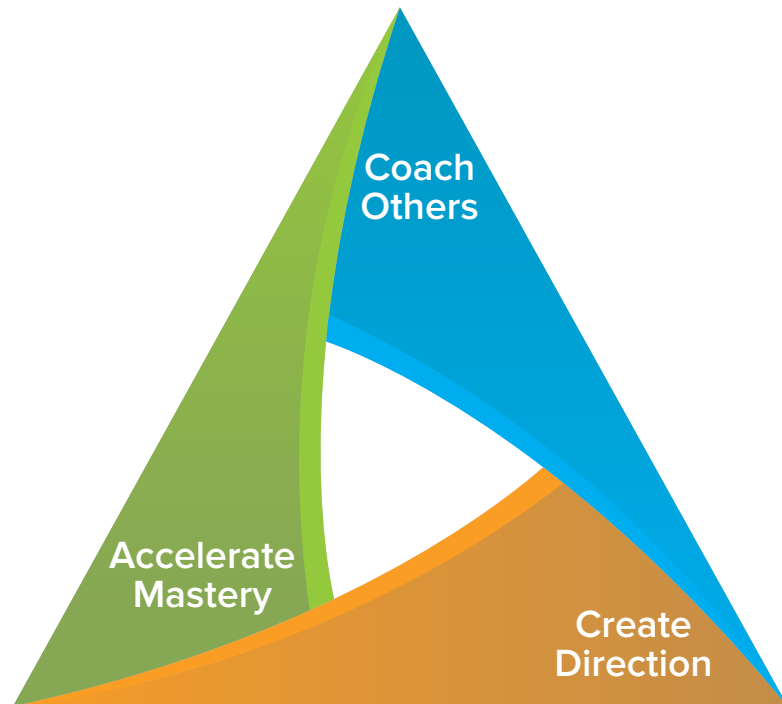
The diagram illustrates four interconnected accountability worksheets arranged in a circle, connected by lines. Each worksheet is a rounded rectangle with a light gray background and a blue border. The worksheets are titled 'My Leader' (top), 'Team Member' (left), 'Me' (bottom), and 'A Colleague' (right). Each worksheet contains the following fields:

- Expected result(s)**: A white rectangular input field.
- Measure(s)**: A white rectangular input field.
- Feedback process**: A white rectangular input field.
- Consequences**: Two white rectangular input fields, one preceded by a '+' sign and one by a '-' sign.

Change has Changed!

Grit Matters!





Create Direction:

- Understand Passions
- Connect with Greater Purpose

Accelerate Mastery:

- Build Confidence: Mindset
- Boost Competence: Practice

Coach Others:

- Build Accountability
- Optimism/Hope