

# Mental Skills Bootcamp

Performing at your best!



## Today's presenter

### **Laura Kirschner, M.Ed., CMPC**

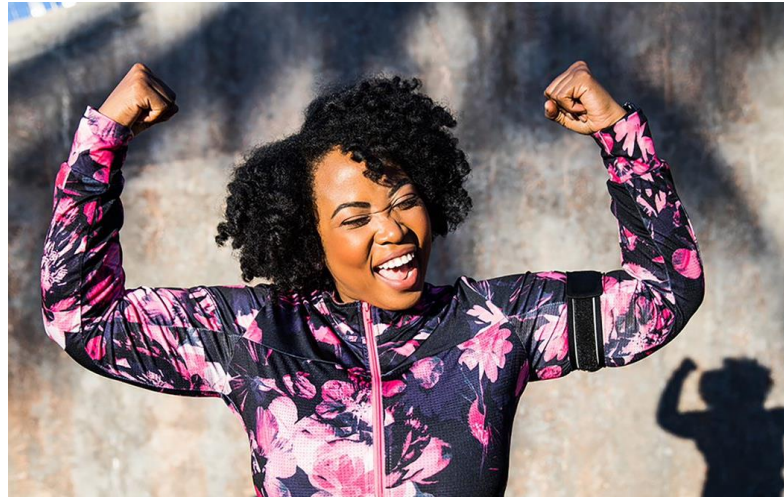
- Ready and Resilient Program Advisor, Subject Matter Expert
- Master Resilience Trainer - Performance Expert, Primary Instructor
- Magellan Federal/AFSC



# Objectives

- Develop a growth mindset
- Maintain motivation and overcome obstacles
- Leverage your strengths

# Spectrum of psychology



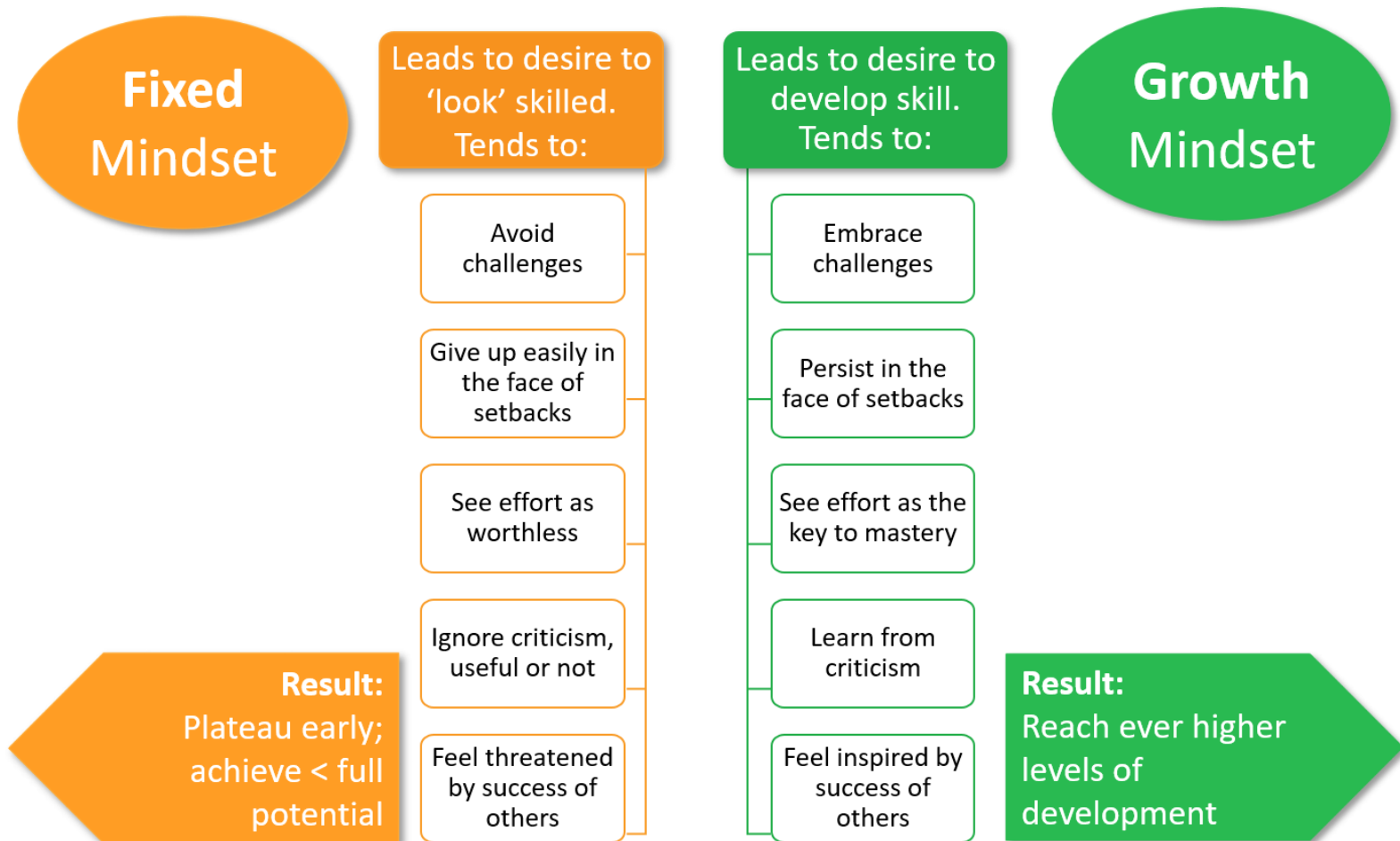
Develop a Growth Mindset

## Three reflection questions:

- Name something that comes naturally to you (work task, hobby, skill).
- Name something that does NOT come naturally to you (work task, hobby, skill).
- Think of a time you struggled, failed, or got critical feedback.



# Mindset for excellence



Based on the work of Dr. Carol Dweck From *Character Strengths and Virtues* (Peterson & Seligman, 2004)

# Strategies to develop a growth mindset:

## **CHALLENGE FUNDAMENTAL VIEWS**

- Challenge beliefs that emphasize a talent or ability as “set in stone.”
- Accept you do not and cannot know everything about the domain/skills in question. Give up the idea you are (or need to be) superior in that domain.

## **LEARN FROM OTHERS**

- Seek information/skills you do not yet know, ask questions.
- Talk about your insecurities in the domain with people who know more than you.
- Lean into criticism and ask questions rather than shutting down.

## **FOCUS ON THE PROCESS**

- Enjoy the effort/learning process.
- Find ways to remove pressure to excel and instead promote enjoyment of the task/learning.
- Do not just name a goal, instead plan for the goal.
- Accept setbacks as inevitable. Ask what you can learn when setbacks occur.

## **CONSIDERATIONS FOR LEADERS**

- Model a growth mindset for those you lead.
- Praise learning, effort and process rather than outcomes.
- Shift from a “judge-and-be-judged” to a “learn-and-help-learn” perspective.



# Cultivating a growth mindset

A moment in time I may experience fixed mindset thoughts:

**A challenge I will face:**

**A setback I may encounter:**

**A time I'll need to put in effort:**

**A time I would receive feedback:**

**When I'll be in the presence of other successful/skilled individuals:**

**Other:**

A growth mindset strategy I can leverage (from prior slide):

**Maintain Motivation  
and Overcome Obstacles**

I wish that ...

- A professional, health, or interpersonal WISH
- Something you can accomplish in the next few days or weeks
- Something that is challenging, but attainable



# Maintain motivation and overcome obstacles

- The danger of positive fantasizing
- Connecting obstacles to outcomes
- Wish, Outcome, Obstacle, Plan (WOOP) has helped:
  - Reduce stress
  - Increase work engagement
  - Improve time management
  - Lose weight
  - Drink less alcohol
  - Find integrative solutions to problems
  - Sustain healthier relationships

For more information on WOOP visit [woopmylife.org](http://woopmylife.org) or look up Mental Contrasting and Implementation Intentions (MCII)

# WOOP

*A motivation technique by Dr. Gabriele Oettingen*

- **W – Wish** - A wish, habit or behavior you'd like to address in the next 4 weeks
- **O – Outcome** - If your wish was fulfilled, what would be the most positive outcomes?
- **O – Obstacle** - Name the biggest internal obstacle that holds you back - an emotion, irrational belief or bad habit?
- **P – Plan** - What can you do to overcome your obstacle? Use an if/then statement: "When (obstacle) then I will (plan)."

# Leverage Strengths

# Character strengths research

- Application
- Values in Action (VIA) Survey
- Research on Strengths of Character
  
- For more on Character Strengths, look up: Dr. Martin Seligman, Dr. Christopher Peterson and Dr. Ryan Niemiec
- To take the FREE VIA survey, go to:  
[www.authentic happiness.sas.upenn.edu/](http://www.authentic happiness.sas.upenn.edu/) or  
[www.viacharacter.org/](http://www.viacharacter.org/) (You will need to create a profile)

# The VIA Classification of 24 Character Strengths

VIACharacter.org

<b>Wisdom</b>	<b>CREATIVITY</b> Clever; Original & Adaptive; Problem Solver	<b>CURIOSITY</b> Interested; Explores new things; Open to new ideas	<b>JUDGMENT</b> Critical thinker; Thinks things through; Open-minded	<b>LOVE OF LEARNING</b> Masters new skills & topics; Systematically adds to knowledge	<b>PERSPECTIVE</b> Wise; Provides wise counsel; Takes the big picture view
<b>Courage</b>	<b>BRAVERY</b> Shows valor; Doesn't shrink from fear; Speaks up for what's right	<b>PERSEVERANCE</b> Persistent; Industrious; Finishes what one starts	<b>HONESTY</b> Authentic; Trustworthy; Sincere	<b>ZEST</b> Enthusiastic; Energetic; Doesn't do things half-heartedly.	
<b>Humanity</b>	<b>LOVE</b> Warm and genuine; Values close relationships	<b>KINDNESS</b> Generous; Nurturing; Caring; Compassionate	<b>SOCIAL INTELLIGENCE</b> Aware of the motives and feelings of self/others; Knows what makes others tick		
<b>Justice</b>	<b>TEAMWORK</b> Team player; Socially responsible; Loyal	<b>FAIRNESS</b> Just; Doesn't let feelings bias decisions about others	<b>LEADERSHIP</b> Organizes group activities; Encourages a group to get things done		
<b>Temperance</b>	<b>FORGIVENESS</b> Merciful; Accepts others' shortcomings; Gives people a second chance	<b>HUMILITY</b> Modest; Lets one's accomplishments speak for themselves	<b>PRUDENCE</b> Careful; Cautious; Doesn't take undue risks	<b>SELF-REGULATION</b> Self-controlled; Disciplined; Manages impulses and emotions	
<b>Transcendence</b>	<b>APPRECIATION OF BEAUTY &amp; EXCELLENCE</b> Feels awe and wonder in beauty; Inspired by goodness of others	<b>GRATITUDE</b> Thankful for the good; Expresses thanks; Feels blessed	<b>HOPE</b> Optimistic; Future-minded; Future orientated	<b>HUMOR</b> Playful; Brings smiles to others; Lighthearted	<b>SPIRITUALITY</b> Searches for meaning; Feels a sense of purpose



# A Quick Exercise

PICK ONE CHARACTER STRENGTH  
YOU PUT INTO ACTION FREQUENTLY...

# Three ways to capitalize on strengths

## **Aware, explore, apply**

1. Name and describe your signature strengths
2. How do I currently use my strengths?
3. What is one new way I can use this strength?

## **Strengths-spotting - Look for all 24 character strengths and appreciate the uniqueness of others.**

1. Label the strength.
2. Note the behavior/rationale.
3. Express appreciation

## **Create alignment**

1. Write down top 5 strengths.
2. Write down top 5 work tasks (leading meetings, creating presentations, etc.).
3. Align one or more of your character strengths with each task.

For more information on the Application of Character Strengths, look at work by: Dr. Ryan Niemiec; Harzer & Ruch (2016) and Littman-Ovadia & Niemiec (2017)

# Summary

- Develop a growth mindset
- Maintain motivation and overcome obstacles
- Leverage your strengths

# Your Employee Assistance Program

**Call toll-free or visit us on the web**

**24 hours a day/7 days a week**

**Thank you!**

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