

Resilience message: Change your mindset, change your world

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Resilience message: Change your mindset, change your world *Foster a 'growth mindset' in other people – and yourself*

How do some individuals grow through adversity while others succumb to it? What distinguishes a top performer from an average performer? An Army performance and resilience expert asked the student body to consider these questions as she introduced them to insights about a resilient mindset.



Master resilience trainer-Performance Expert Amy Lord led an executive resilience and performance development session for the USAWC class of 2017 here, Aug. 11. The timing, in the first week of the academic year, put a spotlight on their responsibilities for resilience, as individuals and as resilience mentors for their organizations.

Amy Lord of the Army's Comprehensive Soldier & Family Fitness Program talks with students and faculty about how to improve their own resilience during her visit to the Army War College, Bliss Hall, Aug 11.

Most of the time it all comes down to attitude and the use of an ordinary set of skills, a mindset and a way of approaching what is trying to be accomplished, said Lord, who applies both education and more than 20 years' application in sports and performance psychology. She is one of the few level-4 master resilience trainers, certified by the Army G1 and the University of Pennsylvania.

There are two mindsets, a fixed mindset and a growth mindset, she said.

“In a fixed mindset, people believe their basic qualities like their ability, talent, and skills are fixed traits,” Lord said. “In a growth mindset, individuals believe in the same abilities, talent and skills but that these traits can be developed to make them better.”

“When you find yourself in a fixed mindset, you need to recognize it, challenge it, and start sending yourself a different message,” she said. “A growth mindset can be improved through education and deliberate practice. People with this mindset are not discouraged by failure, but see themselves learning from these situations,” she said.

She recommended that leaders and managers tailor feedback to be process-oriented. “It should be about their strategy, about their effort -- the things that individuals can control,” Lord said. “When you praise people for something they can control -- their effort, their persistence, their strategy -- you are giving them feedback on how to get better or how to replicate successes.”

“This is what enables and fosters a growth mindset in other people.”

She reminded them that resilience is a habit to be developed continuously.

Over the next year, you will all experience something new, something uncomfortable, she said. “You may find yourself saying: ‘This is not in my wheelhouse. This is something I have not been really good at.’ I challenge you to challenge your own fixed mindset and -- if it’s important to you, go for it and try to develop a growth mindset,” she said.

Amy Lord of the Army’s Comprehensive Soldier & Family Fitness Program explains how mind-body activation impacts performance to the class of 2017 during her presentation at Bliss Hall, Aug. 11.



Lord was accompanied by Bob Boham, CSF2 Training Center Manager at Fort Gordon, who described the range of classes, web products, and other resources available within the Army’s Ready and Resilient Campaign. “Resilience and performance training is becoming integrated across the Army

lifecycle, from recruitment to training, development and transition,” he said. “It focuses on giving Soldiers and civilians more tools to help cope with complicated situations and makes them more resilient.”

Among the resilience tools available is the Army Comprehensive Soldier and Family Fitness Program’s self-development and training online. For example, the Global Assessment Tool is a survey that individuals can use to confidentially assess their strength in five dimensions: social, emotional, spiritual, family and physical. Family members and Department of Army civilians can also take the GAT, which has questions tailored just for them, at csf2.army.mil/.

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