

## **Self-Reflection to Enhance Leadership Abilities: Exploring Mindset, Grit and Self-Compassion**

### **Author Information:**

Ondecko Ligda, K.

Department of Anesthesiology, University of Pittsburgh School of Medicine, UPMC Mercy Hospital

### **Background:**

Self-reflection opportunities in this workshop will allow the learner to explore the concepts of mindset, grit and self-compassion and to understand how these dynamic themes align with leadership abilities and interpersonal communication. This workshop will align with the theme of personal resilience to have an opportunity to discover qualities of oneself that is in a dynamic state and to identify strengths and opportunities to cultivate additional skills to enhance one's appreciation of mindset, grit and self-compassion. The ability to understand and appreciate one's mindset and grit can have positive and/or negative influences on personal and professional growth. Additionally self-compassion is an integral component of self-care and wellness.

### **Objectives:**

- Describe concepts of mindfulness, growth mindset, fixed mindset, grit, self-compassion
- Recognize how each type of mindset affects the person's perceptions of daily life
- Discuss skills required to develop and maintain a growth mindset and potential challenges when we fall into a fixed mindset
- Review how self-compassion influences our ability to reflect upon actions

**Description:** The concepts of mindset, grit and self-compassion will be explored through personal inventory analysis during the workshop. Participants will explore mindset, grit and self-compassion through three online assessment tools. There will be a brief breakdown of the different mindsets, the grit scale and self-compassion categories. Participants will have access to only their own scores. However, as a group, there will be example scenarios that will require small group participation to further explore each of the tenets of the workshop. By having an understanding of mindset, one can actively work toward a growth mindset and recognize signs of a fixed mindset. Grit will be broken down to explore the pillars of passion and perseverance and how these are interconnected to self-compassion and mindset. Self-compassion is essential to maintaining self-care and resilience and to recognizing personal beliefs that could lead to burnout.

**Evaluation:** Within the conference setting, interaction, sharing of scenarios and comments from participants will allow others learn from others' experiences. Given the personal nature of the responses from the assessments, I will follow-up with participants after the workshop to query their implementation of the skills in the subsequent months and whether they have continued to recognize and work toward positive improvements in mindset, grit and self-compassion.

### **Reflection:**

Learners will be provided the self-assessment evaluations for mindset, grit and self-compassion so that they may review their status at any point in the future. Additionally, participants will be provided the links for resources (TED Talks and books/studies by Carol Dweck, Angela Duckworth and Kristin Neff) to further enhance their personal development.

\*\*I have recently done this workshop with our anesthesiology residents with positive feedback. Formal evaluations have not yet been received, but informal evaluations from residents have found this to be a well-received opportunity for personal reflection.