Grit: who we are

Our approach

High Challenge → High Support
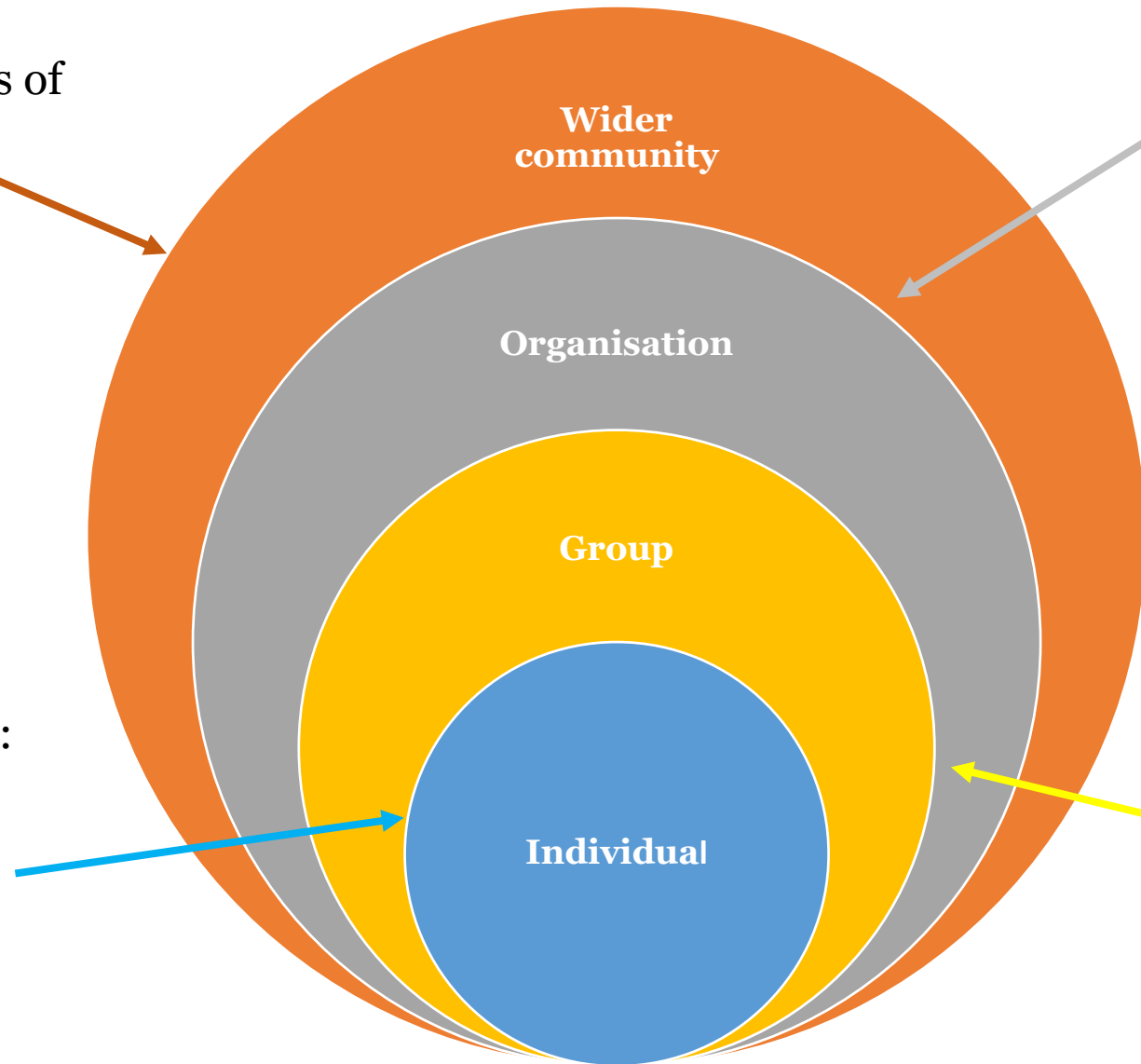
Safe space → Freedom to share

Trust → Risk

Grit's multi-layered levels of impact

4. Wider community – impact beyond the walls of the institutions

3. New mind-sets for staff & students translate to new relationships and behaviours, systems evolve to support and embed the changes

Wider community

Organisation

Group

Individual

1. At an individual level: re-think self-imposed limitations, create new possibilities for the future

2. Individual breakthroughs take place in group settings creating new bonds. A supportive community is created, championing change

Questions:

What is one area of life where you currently feel stuck, resigned or you would like things to be different?

What are the things you say to yourself about yourself in relation to the above that are negative or keep you stuck?

Coach:

SEE & SAY
Committed to Player's
Commitment
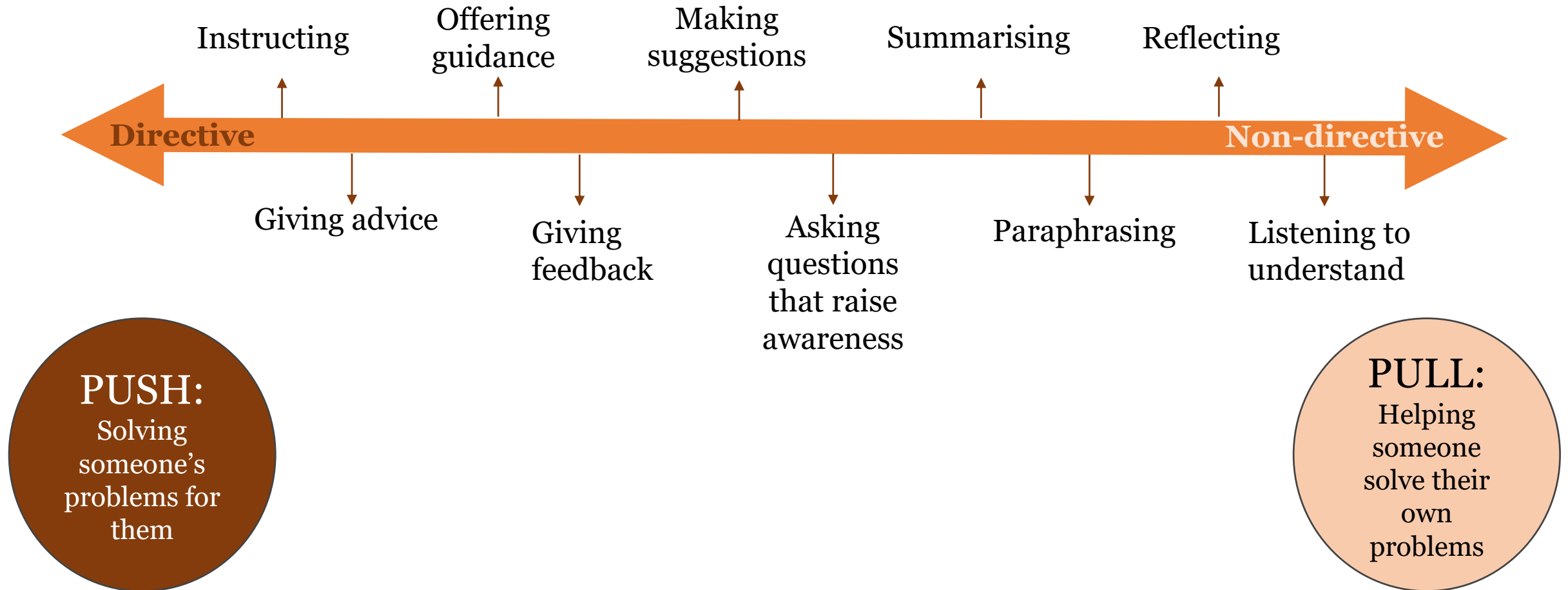Permission

Future

Player:

GOAL
In Action 100%
Being My Commitment

Present

Journalist:

STORY
Point of View
Opinion
Committed to Being
Right

Past

Coaching Spectrum

Possible Coaching Questions:

- What are the options you can see, that could get you out of feeling stuck?

- How have you tackled this/ a similar situation before?

- What are all the possible things you could try doing differently?

- Who do you know who has encountered a similar situation? What would they do?

- Give me 5 options even if you think none of them would work.

- If anything was possible what would you do?

- If there were no restrictions on you, and you were able to be your best at this issue, what would you do?

- If this was someone else's goal what options would you suggest?

- What is required of you in this scenario?

- What exactly is getting in the way for you?

- How would you grade the level of your 'stuckness' from 1 to 10 and why?

Impact:

Staff:
- 78% are better able to work with students
- 80% make changes to the way they engage students

A year later – longitudinal study across eight schools/colleges:
- 94% of staff said they were still having effective coaching conversations

Staff are inspired to:

"Find more ways to help and empower students,"

"See potential where it is not always evident,"

"Instill a sense of belief."

"Grit has helped me consolidate all my professional experience, all my life experience. It's given me a structure, a toolbox to really make a difference with some of our most challenging young people."

Behaviour Lead, Warwickshire School.

Impact on Behaviour, Engagement & Attainment:

Our impact data from schools tells us:
- 80% students improve attainment
- 75% reduction in exclusions
- 81% reduction in behavioural incidents