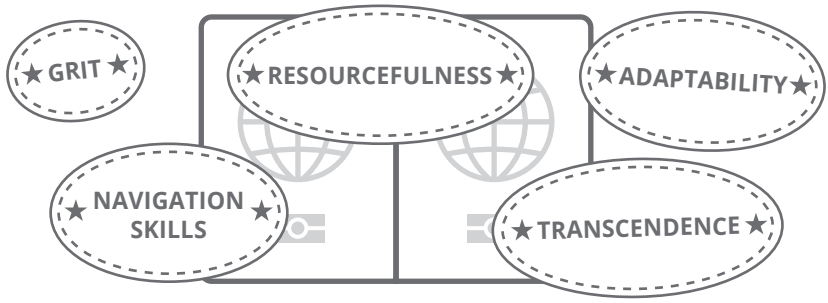
CHAPTER 33 DRAFT BLUEPRINT: GRANT MINDSET

The GRANT mindset, with its emphasis on resilience, resourcefulness, adaptability, system understanding, and purpose-driven actions, differs from a mindset that can be risk-averse, focused on comfort, resistant to change, and self-focused.



Compare and contrast GRANT mindset with a lack of that mindset.

	With	Without
Grit	Embraces challenges as opportunities for growth. Perseveres through difficulties with determination.	May avoid challenges or give up easily when faced with obstacles.
Resourcefulness	Sees solutions with available resources, even in limited situations.	May complain about resource limitations without trying to find creative solutions.
Adaptability	Thrives in new environments, readily adjusting to change.	Prefers comfort zones and resists change, feeling discomfort when faced with the unfamiliar.
Navigation Skills	Understands complex systems and leverages this understanding to achieve goals within them.	May not grasp the nuances of complex systems, resulting in missed opportunities.
Transcendence	Has a strong sense of purpose, actively contributing to community and society.	May focus primarily on personal goals without considering broader impact.

A self-assessment worksheet and a guide to transition toward more of a GRANT mindset:

STEP 1: IDENTIFY YOUR CURRENT MINDSET

- Rate yourself on a scale of 1-10 (1 being not at all, 10 being extremely) for each of the GRANT elements (Grit, Resourcefulness, Adaptability, Navigation Skills, Transcendence), considering where you are today.
- Reflect on specific situations where you exhibited these traits and use real-life examples to assess yourself.
- Rank: For a moment, forget the rating you just assigned yourself. In your current role, with your current ambitions, and considering where you want to be, where would you rank each of these elements with respect to their importance for your success?

Element	Where am I today?	Specific Situations	Rank
Grit (Do I give up easily, or do I embrace challenges?)		• • •	
Resourcefulness (Do I focus on scarcity, or do I leverage what is?)		• • •	
Adaptability (Do I prefer what I know, or do I thrive in new spaces?)		• • •	
Navigation (Am I missing opportunities, or do I have a nuanced understanding of complexity?)		• • •	
Transcendence (Am I ego-driven, or a I self-driven?)		• • •	

STEP 2: RECOGNIZE AREAS FOR GROWTH

- Identify two or three of the GRANT elements that you scored lower and ranked higher. Consider why these areas may need improvement. It may help to reflect

on situations or experiences where it would have served you to have grit, resourcefulness, adaptability, navigation skills, or transcendence.

Areas Where I Can Grow:

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STEP 3: DEVELOPING A GRANT MINDSET

- For each element where you want to improve, outline practical steps you can take to develop or strengthen that mindset. Consider real-life scenarios where you can apply these steps.

Element 1

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Element 2

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Element 3

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Adopting the GRANT mindset, a hallmark of what is often called the immigrant mindset, can help individuals overcome limitations and enhance their personal and professional lives.

Grit: *Identify personal or professional challenges and commit to persisting through them.*
Example: Persist through technical challenges and continue experimentation despite initial failure.

Resourcefulness: *Seek creative solutions with available resources in your current projects.*
Example: Employ out-of-the-box thinking to solve problems.

Adaptability*: Embrace new experiences, accept change, and adapt to unfamiliar environments.*
Example: Learn a new language, try a new sport, explore a new part of town.

Navigation Skills: *Improve your understanding of complex systems relevant to your life and career.*
Example: Observe and learn from those you think can navigate complexity.

Transcendence: *Define set goals for contributing to your work or community.*
Example: Commit to greater purpose through tutoring math in your local community.

STEP 4: SET OUTCOMES

- Establish specific outcomes you hope to experience by enhancing each GRANT element in your life.

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What changes in my life would I like to see?

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I want to reiterate: You don't have to be an immigrant to be able to develop this mindset. This self-assessment and transition guide can help to work on improving the GRANT mindset, cultivating resilience, and achieving a more positive and adaptable approach to life and its challenges.

This worksheet serves as a starting point that can be revisited periodically to track progress and refine approaches. It takes time and it takes practice.

The goal is to foster an attitude of resilience, innovation, adaptability, understanding, and a sense of purpose that can positively influence our personal and professional lives, boosting confidence to step into unknown territory.