



## Workshop # 1: Resilience: it takes GRIT<sup>1</sup>

*When you realize your “mind is using your brain to create itself”<sup>2</sup>, you start to see how you MUST play a conscious role in the process and there’s no better place to start than developing your #selfawareness. If your career is humming along and you are more than satisfied, there is no need to explore this workshop system – should that ever change, Rox is here for you - contact her.*

**ImpactBank** is launching a transformative learning system based on workshops built on a neuro-social approach. In workshops of 48-80 people (at tables of 8) you’ll learn concepts and develop strategies, leaving with your plan (an experiment) to make the changes you desire in your career. You’re invited to: attend one workshop and stop there; add another workshop to build on skills and your plan; and, add digital group-coaching for 3 months after a workshop to support you in your experiment, affordably.

Each workshop will focus on 3 or 4 related categories to build skills & knowledge you’ll incorporate into the plan you’ll be forming through the day. Informed by current coaching practices, positive psychology, neuroscience and transformative learning & organizational development methods, Rox offers stories and exercises to generate your own insights & ideas on which to build.

### **Pre-work**

- Focus:** Even before you register you may download a copy of the pre-work which consists of a few assessments for self-discovery, a couple of articles, a few links to TedTalks and Rox’s podcast – *The Kickass Koach*.
- Outcomes:** Preparing to get the most out of the day together
- Investment:** 2.0 Hours – self-directed

### **Group Discovery & Boundaries**

- Focus:** In the first hour of every workshop we’ll engage in a few check-in and discovery exercises to prepare for the day, set the tone and ensure we are all clear on expectations and standards of engagement. This is a great opportunity for all participants to think about how they set boundaries for themselves in their career.
- Outcomes:** Defining engagement principles ► Appreciating the value of self and “other” ► Defining & exploring why a practice of grittiness is important in a career and life
- Investment:** **60 minutes**.... in different forms, repeated in every workshop in the system

### **The Social Brain: the foundation of GRIT**

- Focus:** We’ll examine relevant neuro-research as it pertains to developing a gritty practice for your career.
- Outcomes:** Explore how the very nature of your brain supports & sabotages your ability to be gritty ► examine 3 key adaptations of the brain ► learn to spot and anticipate triggers that derail you ► mindfulness techniques
- Investment:** 75 minutes

### **Mindset: the internal development of GRIT**

- Focus:** We’ll explore different mindset models and you may choose to build your plan using all or one of the approaches to monitor and guide your journey.
- Outcomes:** Develop a clear appreciation for how to reverse engineer the results you produce to understand the impact of your Mindset ► Explore how to be aware of when you are slipping into an unproductive mindset
- Investment:** 75 minutes

<sup>1</sup>This is one topic in the workshop system, contact Rox at [impactbank.ca](http://impactbank.ca) for details on the other 2 currently in the system

<sup>2</sup> Daniel Siegel (2007)

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## **Engagement: the external expression of GRIT**

- Focus:** We'll explore how your interpersonal style can derail all your gritty efforts & discover strategies to adjust.
- Outcomes:** Identify reactionary styles (in yourself & others) and ways to limit the impact ► Examine framing & footing and how they inform & reveal ► Recognize how personality styles impact engagement & relationship.
- Investment:** 75 minutes
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## **Approach: how beliefs and attitude transcend**

- Focus:** We'll investigate the secret ingredient to GRIT: optimism.
- Outcomes:** Define and learn to recognize learned helplessness ► Deeply engage with 3 approaches: explanatory styles; the ABCDE exercise; and SOBs
- Investment:** 75 minutes
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## **Realization Of Intentions (ROI)**

- Focus:** In an extended and guided "Table Talk" exercise you will focus in on the plan you've been building for yourself. The Goal: The "Realization Of (your) Intentions"--ROI.
- Outcomes:** **Examining** the journey and identifying remaining learning gaps ► Completing an inventory of insights and choices uncovered in the workshop ► Exploring possible hurdles to success ► Committing to key action steps to get started!
- Investment:** 60 minutes
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## **Methods**

Experiential & Interactive Exercises ► Journaling ► Case Studies ► Inquiry & Conversation  
"Dress-Up" ► Self-Assessments ► Critical Reflection ► "Experience" Assessments ► Action Planning  
Assignments for Integration (transferring learning to action) ► **Capstone Project**



## **Investment**

\$380.00 + HST /workshop (group and early rates available); \$195 for 3-month digital group-coaching

7 Hours/workshop (the overall system includes 3 workshops currently with more being considered)  
6 Digital Group-Coaching sessions are available to participants in the 3 months after workshops plus a 30 minute 1:1 coaching conversation with Rox that may be scheduled before the group-work or after.



**CBHS/Creator** Roxanne Bartel<sup>2</sup> (Certified Facilitator and Professional Coach)

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*Max Planck, Nobel winning Theoretical Physicist is credited as saying, "When you change the way you look at things, the things you look at change." I believe this too, and I see it as my mission to be continuously questioning the way I look at things, so I can see ever more clearly as I learn and grow. I welcome you joining me on my quest.*

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<sup>2</sup> <https://www.linkedin.com/in/impactbank>