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COLLEGE

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## Neurodiversity Navigators



# Preparing for College: What You Can Do NOW

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February 2020

# Agenda

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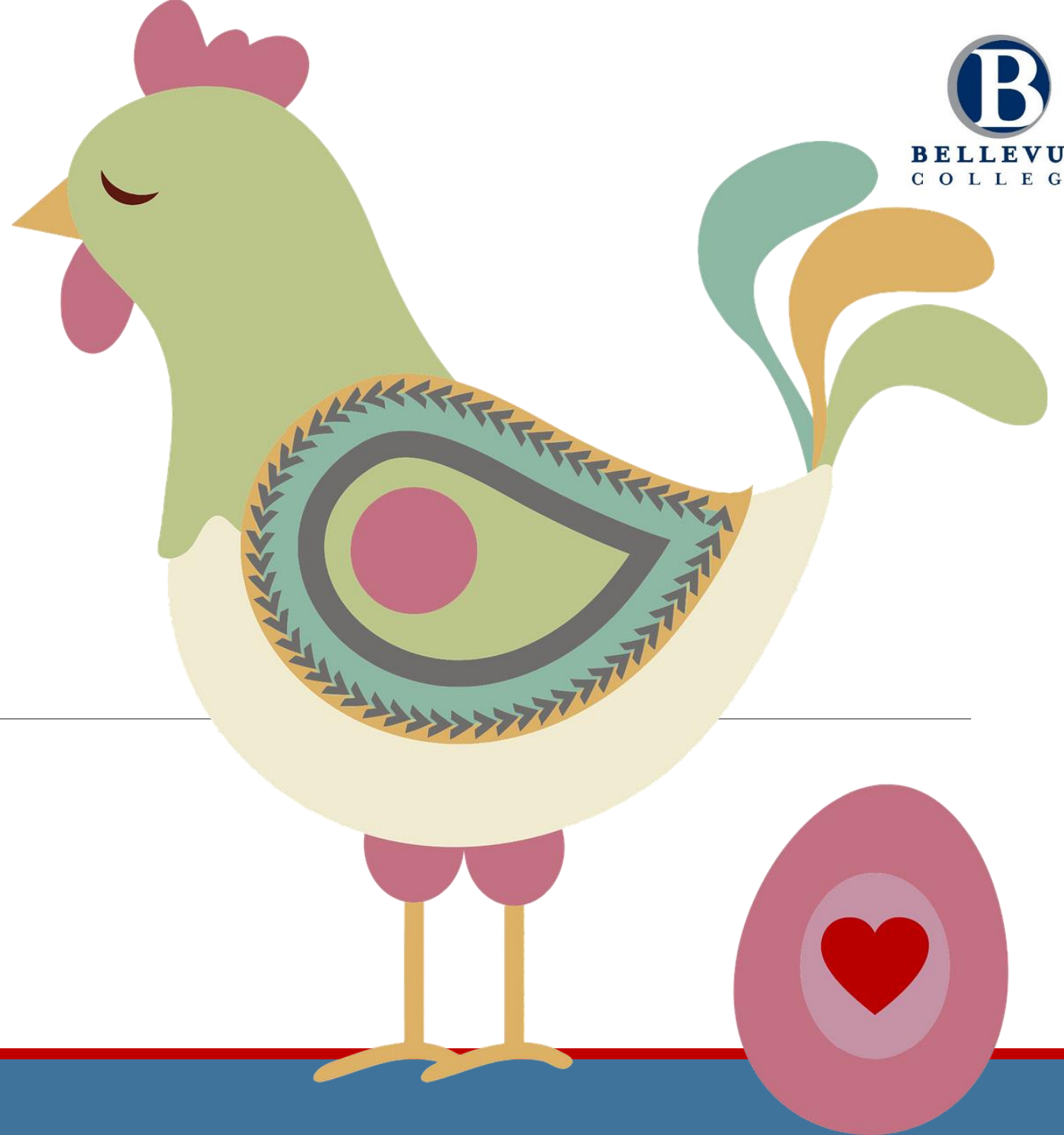
- Skills or Motivation?
- Problem Solving & Motivation
- Learned Optimism
- Interdependence
- Self-Efficacy
- Growth Mindset
- Self-Advocacy



# Skills or Motivation?



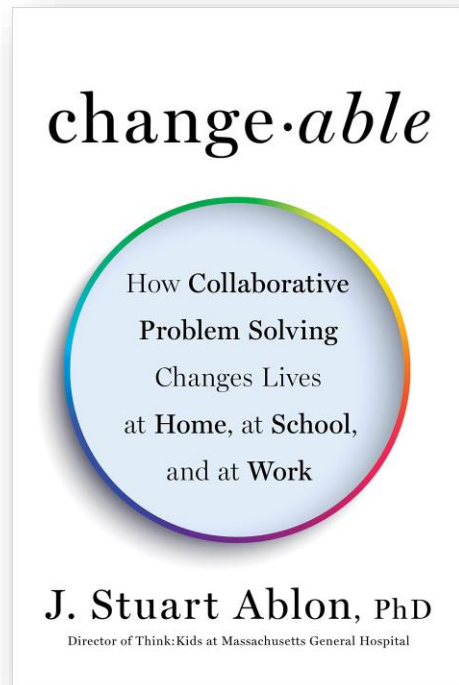
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# People Do Well If They Can™

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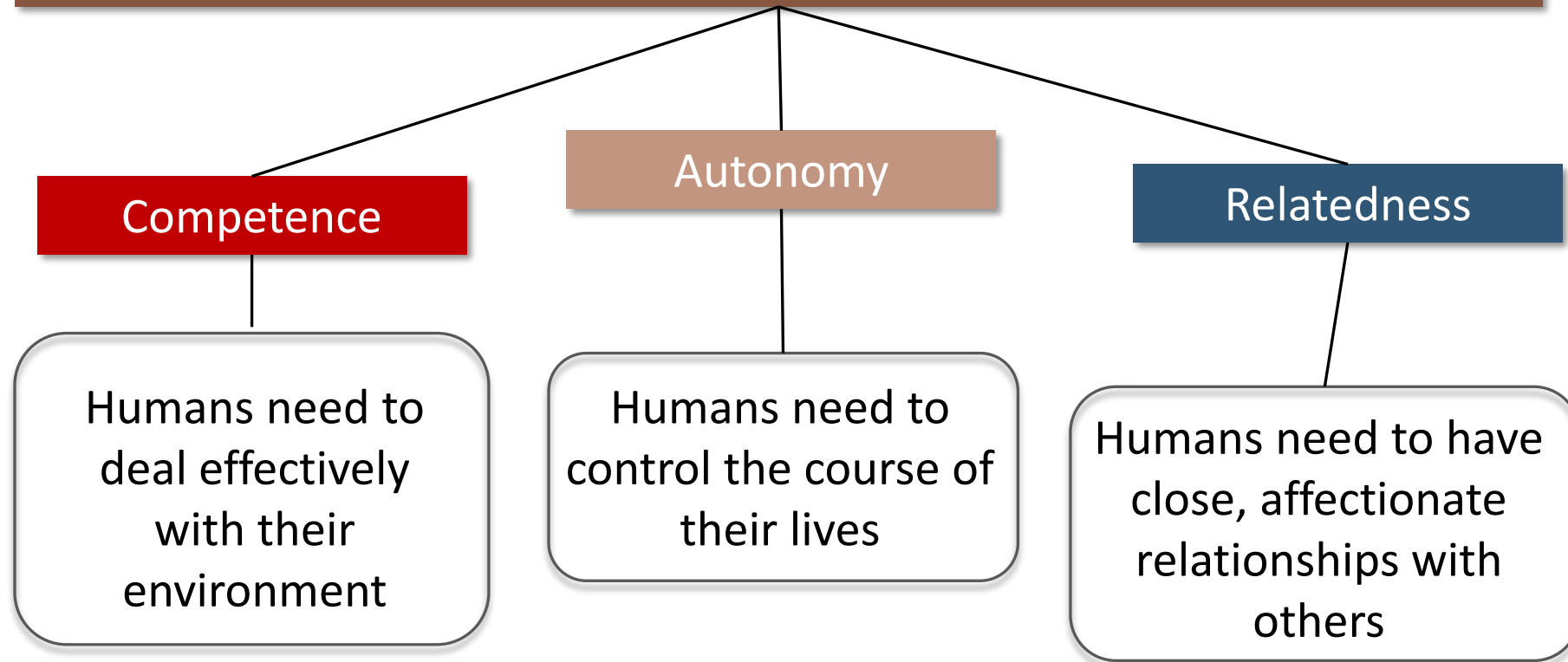
*When this becomes our guiding philosophy, we can begin to **TEACH** and **SUPPORT** others, rather than simply try to **MOTIVATE** them.*



*Changeable: How Collaborative Problem Solving Changes Lives at Home, at School, and at Work, by Stuart Ablon*

# What Fosters Intrinsic Motivation? (Self-Determination Theory)

## Meeting Three Basic Human Needs



# Bonus from Collaborative Problem Solving™

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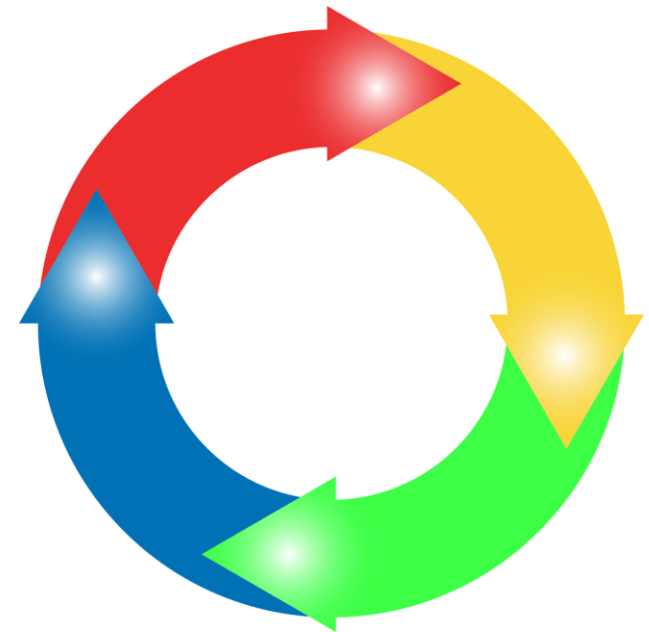
Collaborative Problem Solving (CPS) is research-based!

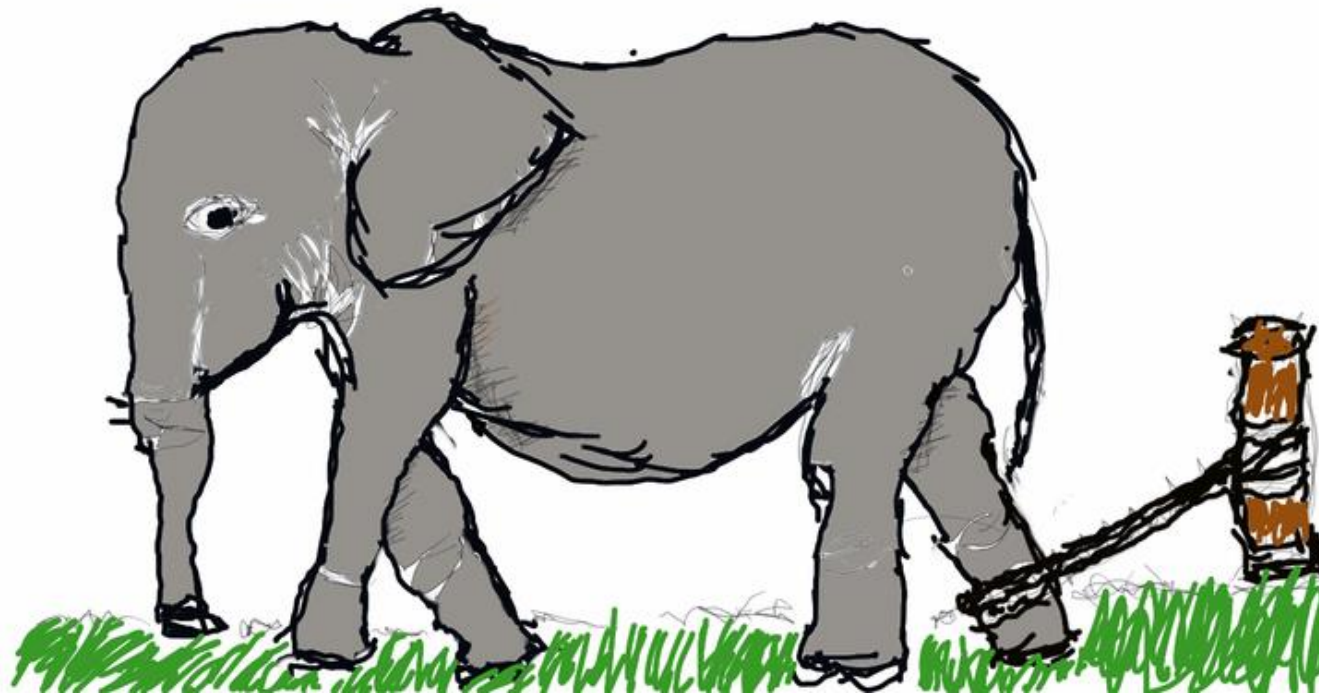
It improves:

- Executive Functioning Skills
- Cognitive Flexibility
- Frustration Tolerance
- Problem-Solving Skills

In both people having the conversation!

The more you do it, the better it works!!





Learned Helplessness vs. Learned Optimism

# Learned Helplessness

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Martin E.P. Seligman, Ph.D.

*“Nothing I do matters.”*

We can unknowingly teach this to our children.

Pessimists are more susceptible!

Teaching people the trait of optimism helps to guard them against learned helplessness, depression, and physical illness.



# Research Studies in Nursing Homes, Homeless Shelters, Prisons

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## CONFORMITY, PASSIVITY

Health problems

Revolts and refusals

Depression

Lethargy

## CHOICE, RESPONSIBILITY

Better health

Cooperation

Seek gainful occupation

Positive outlook



Allow Choice and Responsibility...

instead of doing things for your student or controlling their actions.

# Modeling Optimism

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*How we view events shapes our thoughts*

## PESSIMISTIC: BAD EVENTS

Permanent

Cause is pervasive

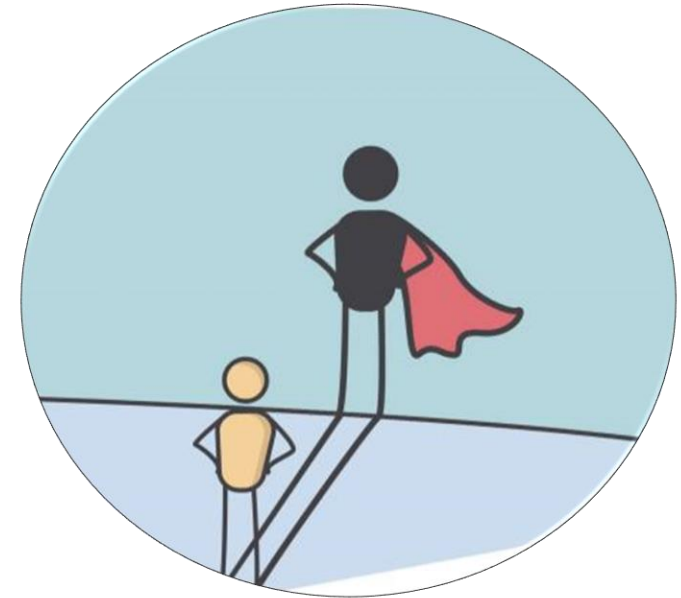
Blames self  
(general self-blame)

## OPTIMISTIC: BAD EVENTS

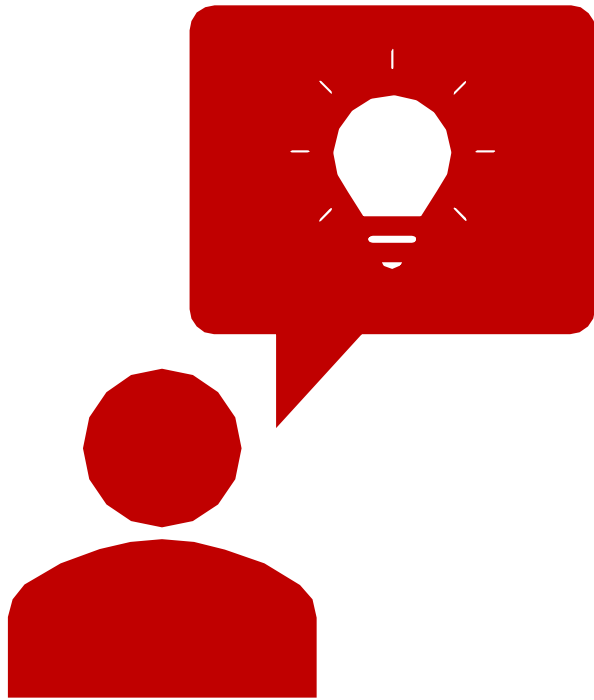
Temporary

Cause is specific

Places blame realistically,  
and considers solutions  
(behavioral self-blame)



*Bad Event: I had a low score on the assessment exam.*



# Modeling Optimism

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**Adversity:** *what is the difficulty?*

**Beliefs:** *what is your belief about it?*

**Consequences:** *how do you feel as a result of your belief?*

*from “The Optimistic Child” by Martin E.P. Seligman, Ph.D., see also “Learned Optimism” by the same author*

At school Explanatory style is as much a  
predictor of success as SATs or IQ tests

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# Independence

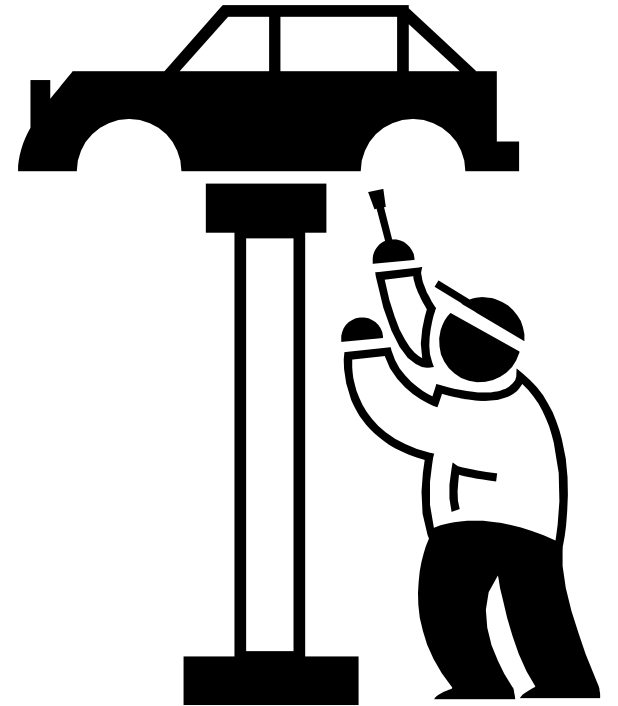
freedom from the control, influence, support, aid, or the like, of others

<http://dictionary.reference.com/browse/independence>

# freedom from the control, influence, support, aid, or the like, of others.

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- ❖ Friends
- ❖ Family
- ❖ Co-workers, Boss
- ❖ Civil Servants
- ❖ Media
- ❖ Services: Mechanic, Dry Cleaner, Carpet Cleaner, Dog Groomer, Hairstylist, Furnace Repair...





# Interdependence

the quality or condition of being interdependent, or mutually reliant on each other

<http://dictionary.reference.com/browse/interdependence>



## How can students contribute at home? Chores, and...

*Information from school, decision-making, appointments, academics, study habits, organization, self-regulation, social involvement, responsibilities around the house, projects*

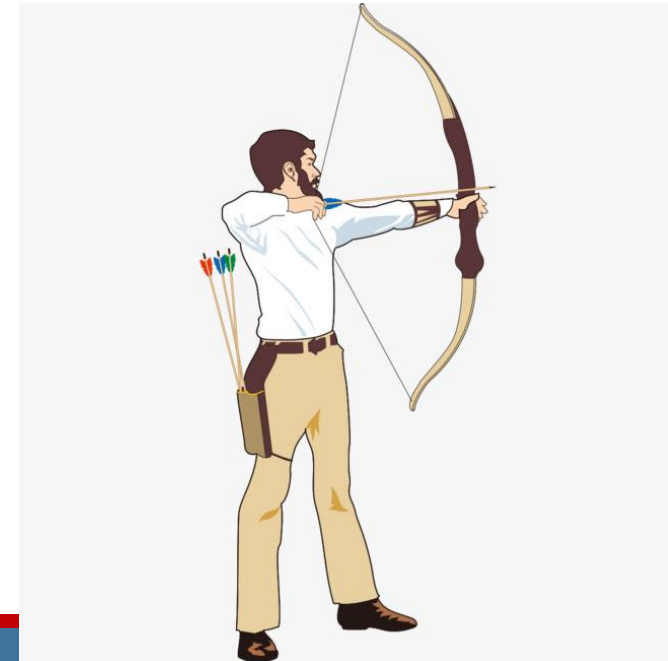
# Teamwork

- Agree on goals / milestones
- Establish tasks to be completed
- Communicate / monitor progress
- Solve problems
- Interpret results
- Agree on completion of project



# Individual work

- Work on tasks
- Work on new / revised tasks
- Research / development
- Networking





# Your family is your first team!

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As a family, discuss what it will take to:

- Agree on goals / milestones
- Establish tasks to be completed
- Communicate / monitor progress
- Solve problems
- Interpret results
- Agree on completion of project



# What is Self-Efficacy?

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**Definition:** *Self-efficacy is a person's belief in their ability to succeed in a particular situation.*

1. Mastery Experiences
2. Observing Others
3. Direct Persuasion by Others
4. Mood



# Mastery

Performing a task successfully strengthens our sense of self-efficacy.

However, failing to adequately deal with a task or challenge can undermine and weaken self-efficacy.

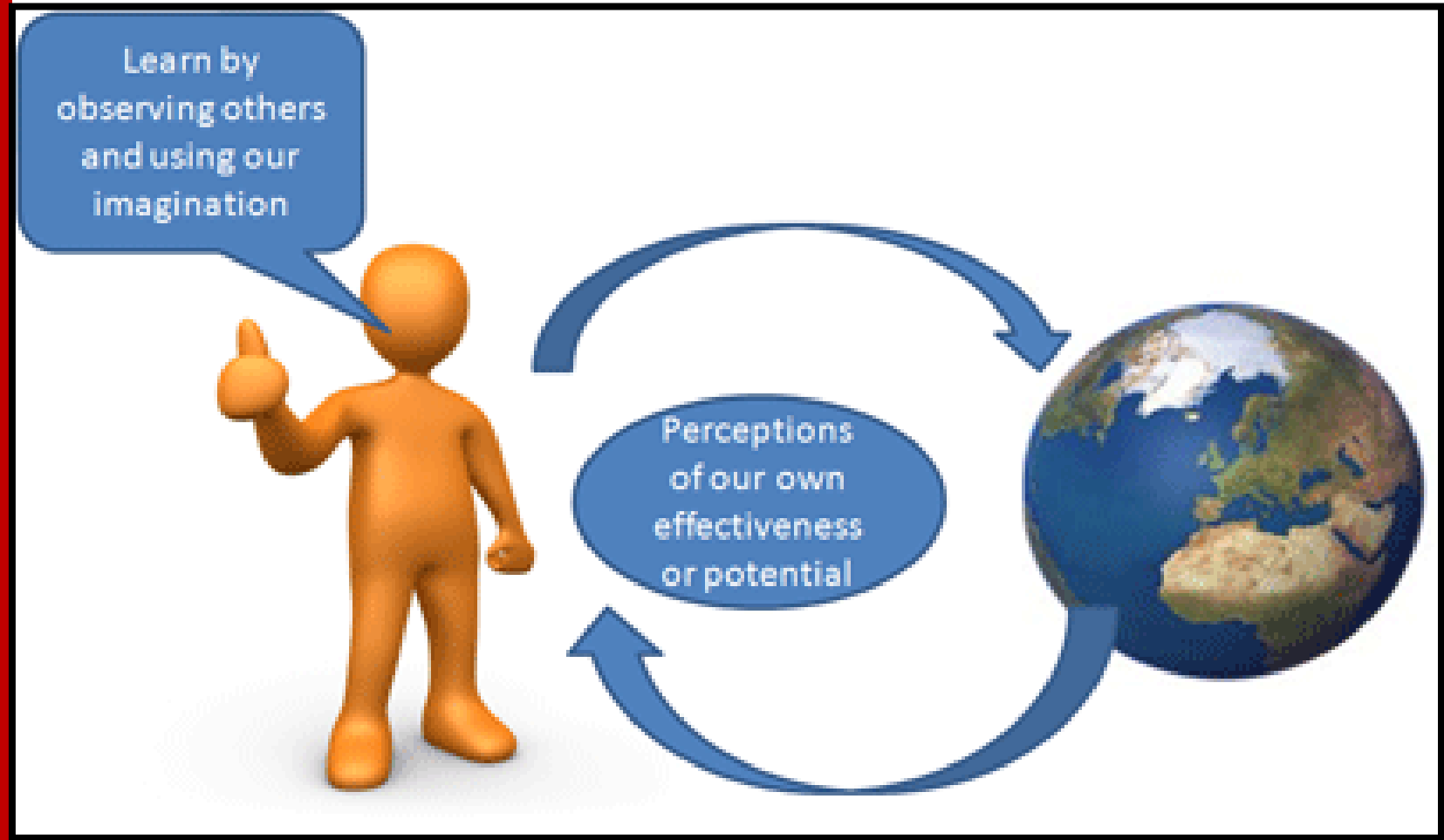
**PERSONAL MASTERY**



# Observing Others

"Seeing people similar to oneself succeed by sustained effort raises observers' beliefs that they too possess the capabilities to master comparable activities to succeed."

--Albert Bandura



# Direct Persuasion by Others

Getting verbal encouragement from others helps people overcome self-doubt and instead focus on giving their best effort to the task at hand.

Use “**Process Praise**” to enforce the message.

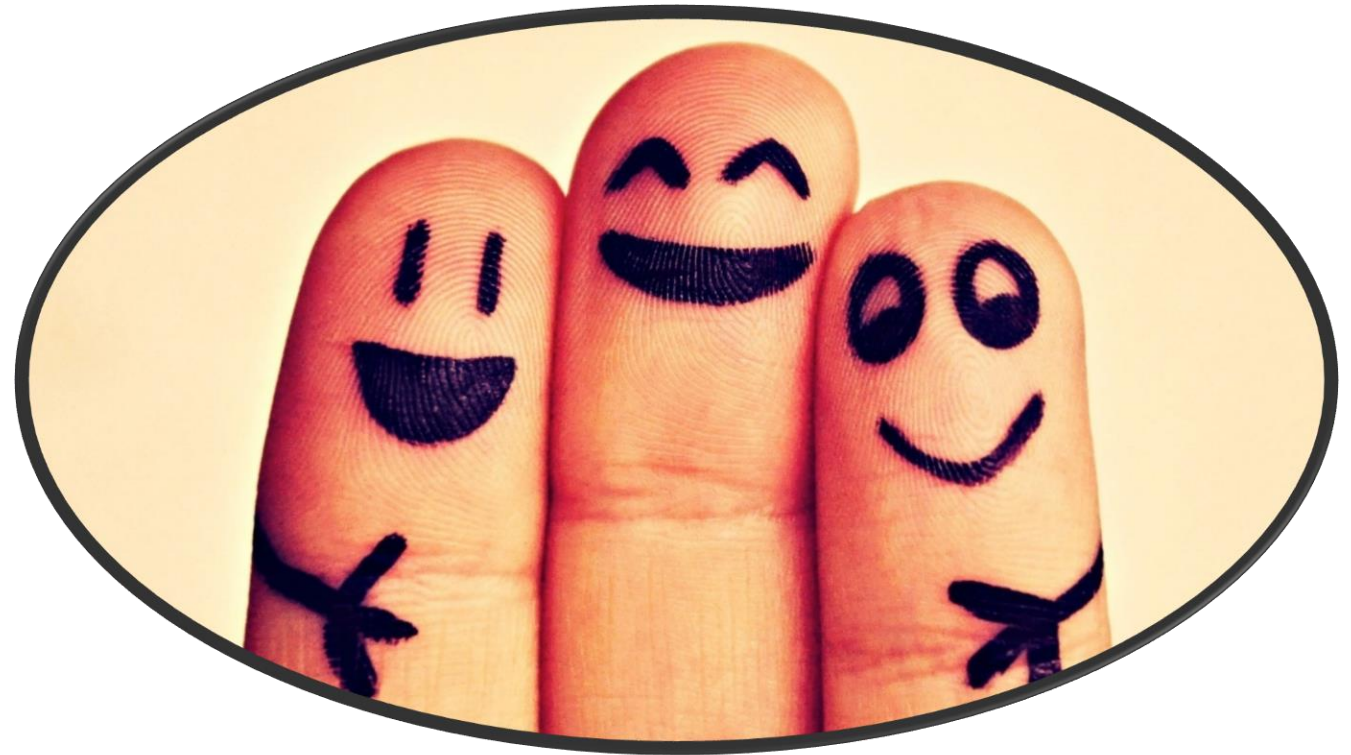


## What message should students internalize?

1. “Great job, you got an A!”
2. “You work really hard on your schoolwork. I see that you’re reading your textbooks and looking up the class information every day. It’s reflected in your grades, too. That type of hard-working ethic will take you far in your career some day!”
3. “Not again! Last time we talked, you said you would do this! You never do it!”

# Mood

By learning how to minimize stress and elevate mood when facing difficult or challenging tasks, people can improve their sense of self-efficacy.





# Growth Mindset

*The Power of Believing You Can Improve*, Carol Dweck

# Fixed

Mindset

# Growth

Mindset

Carol Dweck



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**Intelligence is static.**

Leads to a desire to LOOK SMART and  
therefore a tendency to:

- ✓ AVOID CHALLENGES
- ✓ GIVE UP EASILY DUE TO OBSTACLES
- ✓ SEE EFFORT AS FRUITLESS
- ✓ IGNORE USEFUL FEEDBACK
- ✓ BE THREATENED BY OTHERS' SUCCESS

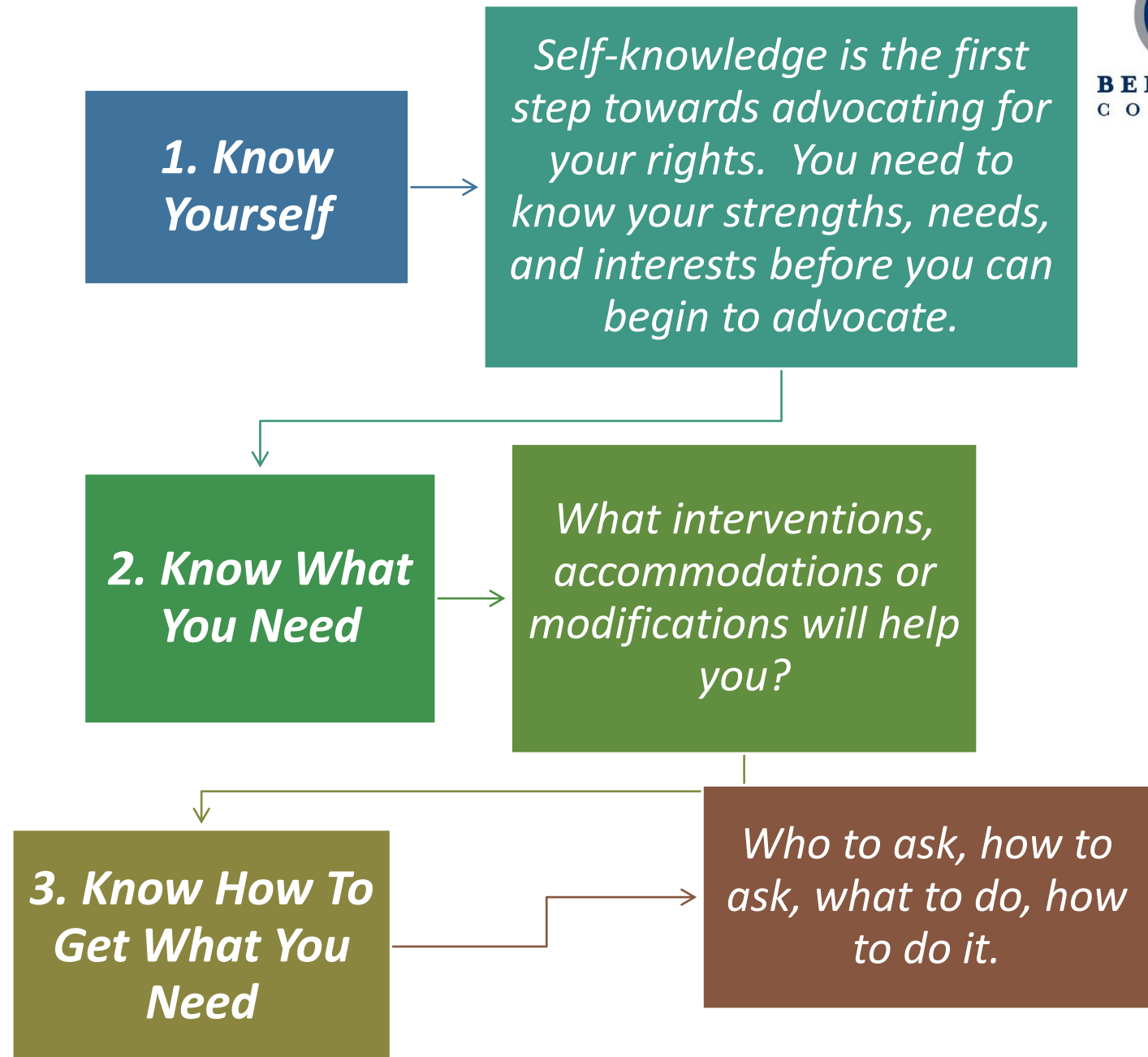
**Intelligence can be developed**

Leads to a desire to LEARN and  
therefore a tendency to:

- ✓ EMBRACE CHALLENGES
- ✓ PERSIST DESPITE OBSTACLES
- ✓ SEE EFFORT AS PATH TO MASTERY
- ✓ LEARN FROM CRITICISM
- ✓ BE INSPIRED BY OTHERS' SUCCESS

Silvia Rosenthal Tolisano- @langwitches

# Steps to Self-Advocacy





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other fun and educational information.  
Be sure to share it with friends and family, too!*

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[www.facebook.com/ASNavigators](http://www.facebook.com/ASNavigators)

