

How to intentionally cultivate a rising generation

Kristin Keffeler, MSM, member of the Pullen Consulting Group, is an advisor and certified professional coach working with enterprising families. She has applied the science of positive psychology to examine how families instill a sense of mastery in the next generation.

FOUR WAYS

for a family system to intentionally cultivate a rising generation:



1

Become aware of a growth mindset.

Intentionally pass down cultural messages to your children.

Conversations: "In my family the culture was . . ."

Repeat messages: We all put our pants on one leg at a time, and we all, you know, we get out there and we work. That's what our family does."



3

Practice effective communication.

Praise the effort versus the outcome. When children and young adults are engaging in tasks that are really important, praising the outcome can erode grit.

DON'T: Praise the outcome. "Way to go scoring that goal. You totally dominated"

DO: Praise for effort: "Wow, I saw you out in the backyard all week long doing your footwork and your skills, and I bet that's one of the reasons you were able to score that goal."



2

Demonstrate grit.

One way to raise gritty children is for parents and trusted members of the family system to model such behavior. While nature is an element of how we are wired, we can also learn, which is where a role model can make a difference.



4

Allow for struggle with a safety net.

Another thing that parents and trusted people in a family system can do is to allow the children to struggle, but with a supportive safety net.

When a teen says, "Man, I got cut from the basketball team."

You could ask, "Wow, what do you think led to that? What would you like to do right now? What's your next step in this?"

It's never too late to get started.

Parents, as well as other trusted members of the system, have huge influence even with young adult children.

25-year-olds who lack grit or a growth mindset can still take control of their lives and gain independence.

1

Help young adults become independent from the family purse strings.

If you pay for the young adult's cell phone bills, ask him/her to take over that responsibility.

2

Intentionally create situations where the young adult needs to struggle a little bit in order to help develop grit.

It's imperative not to let wealth become a buffer from a struggle. One opportunity might arise when it's time to buy a first or new car.

We know it's important for you to get a new car. We will provide the funding for half, up to this much. You have to come up with the rest.

As soon as you have enough money to cover the rest, we'll go with you to help you buy that car.