

USC Women in Molecular Biology

Building Resilience

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Four Sources of Self-Efficacy

1. **Mastery experience** - a past accomplishment or success: “I’ve done this before.”
2. **Vicarious experience** - a role model that has successfully completed the task: “I’ve seen others do this before.”
3. **Social persuasion** - a social or verbal message reinforcing ability or effort: “Others have told me that I can do this.”
4. **Emotional/physiological state** - an emotional, affective, or physiological response: “Doing research in the lab makes me happy,” “I get excited when working on a project,” or “My heart starts racing when I begin to produce a piece of writing.”

Reading: <https://www.verywellmind.com/what-is-self-efficacy-2795954>

Stages of Learning

	Enthusiastic beginner	Disillusioned learner	Cautious performer	High Achiever
Competence	Low/None	Some	Moderate	High
Confidence	High	Low	Variable	High

Enthusiastic beginner: A new student / faculty etc. is usually motivated, enthusiastic and excited about the opportunity to do something new. This person is already very motivated, requiring only a limited amount of support. What the person doesn't have is much information about what exactly is needed, how best to approach the task, etc.

Disillusioned learner: This stage occurs when "the honeymoon is over." At this stage, the initial excitement of the project has worn off, and some aspects of the project have proved more difficult than originally anticipated. Because the person is still learning and has little to show for his or her effort, the difficulties are especially frustrating.

Capable but cautious performer: Once the person can complete a task successfully, they demonstrate that they can do the job. But having only done it once and haven't had enough time to gain confidence in their abilities. As a result, the person tends to be overly cautious.

High achiever: At this stage of development, the person has demonstrated competence and commitment to doing the task, and has essentially become self-managed.

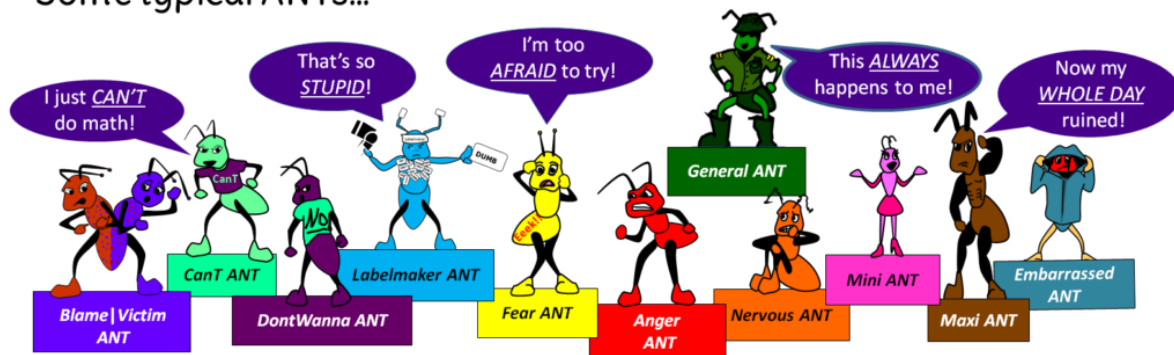
*Adapted from Ken Blanchard, *Self-Leadership and the One Minute Manager*

Common Cognitive Distortions

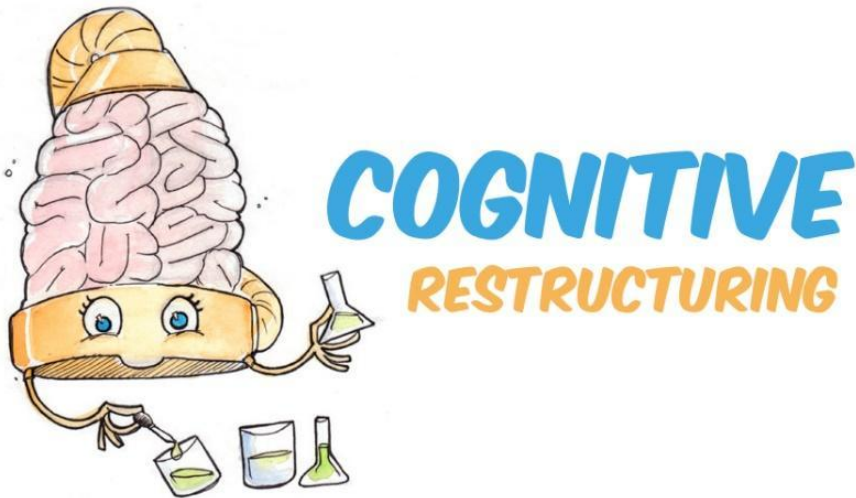
(ANTs – Automatic Negative Thoughts)

- **Dichotomous Thinking:** Using all-or-nothing thinking
- **Mind-Reading:** Assuming you know what another thinks
- **Emotional Reasoning:** Using feelings to verify facts
- **Personalization:** Subjectively interpreting all events as they relate to you
- **Overgeneralization:** Seeing a single negative event as part of a continual pattern of defeat
- **Catastrophizing:** Exaggerating the significance of a negative event, assessing all events as horrible
- **Should-Statements:** Engaging in self-instructions that command or prod
- **Selective Abstraction:** Focusing on one selected piece of information
- **Discounting the Positive:** Transforming positive or neutral events into negative ones
- **Labeling:** Self name calling based on one mistake or negative event
- **Personalization/Blame:** Assuming responsibility for a negative event when there is no basis for it
- **Impostor Syndrome:** Doubting your accomplishments and having a persistent internalized fear of being exposed as a "fraud"

Some typical ANTs...



Tools to Break the Cycle of Negative Self-Talk



HATS Strategy

- Hear and recognize negative self-talk for what it is
- Appreciate you have a choice (to listen or not)
- Talk back to the negative voice (giraffe language)
- Seek resources and take action

Further Reading List

- Unmasking the Impostor: <https://www.nature.com/articles/nj7245-468a>
- Impostor Syndrome Is Definitely a Thing: <https://www.chronicle.com/article/impostor-syndrome-is-definitely-a-thing/>
- Mindset: The New Psychology of Success; Carol Dweck
- Emotional Intelligence: Why It Can Matter More Than IQ; Dan Goleman
- Primal Leadership: Learning to Lead with Emotional Intelligence; Daniel Goleman, Richard Boyatzis, and Annie McKee
- The Happiness Handbook, 3rd Edition; Timothy Sharp
- Learned Optimism: How to Change Your Mind and Your Life; Martin E.P. Seligman
- Authentic Happiness; Martin E.P. Seligman
- Flourish: A Visionary New Understanding of Happiness; Martin E.P. Seligman
- Self-Compassion: Stop Beating Yourself Up and Leave Insecurity Behind; Kristin Neff
- Taking the Leap: Freeing Ourselves from Old Habits and Fears; Pema Chodron
- Thirteen Things Mentally Strong People Don't Do; Amy Morin