

# Growth & Motivation Clinic

Presented by Dr. Josh Stewart



# Agenda

- Introduction
- Growth and Motivation Overview
- Clinic Roadmap and Rubric
- Fostering a Growth Mindset
- Grounding Routines
- Demystifying the Certification Process
- Motivation & Ownership
- Resilience & Recovery

# Clinic Overview

This clinic is designed for instructors who want skiing and riding to feel safer, more supportive, and more motivating, especially when trying new skills or thinking about certification.



We'll use best practices from cognitive psychology including...

- Reframing negatives to positives
- Leaning into the process rather than reaching for perfection
- Fostering internal motivation
- Resilience and grounding



# Clinic Roadmap and Rubric

A guide to this clinic and beyond

# Clinic Roadmap

Today we'll focus on five domains with partner and on-mountain activities.

- Fostering a Growth Mindset
- Grounding Routines
- Demystifying the Certification Process
- Motivation & Ownership
- Resilience & Recovery



# Rubric for self-reflection

The rubric is a snapshot of where you are now and where you want to be, not a judgement.

Starting → Exploring → Practicing → Refining

Domain	Starting (0-25%)	Exploring (40-60%)	Practicing (70-85%)	Refining (90%+)
1) Fostering a Growth Mindset	After mistakes, self-talk sounds accusatory ("I blew it"); avoids being watched; rarely states a takeaway.	Names one takeaway in ~1/2 of sessions; will try again same day if prompted; uses "yet" occasionally.	Proactively frames mistakes as information in most sessions; invites a peer to watch ~3 of 4 times; gives/asks for feedback once per session.	Seeks challenge; models effort/strategy praise; asks to be observed and sets an intention almost every session.
2) Grounding Routines	Starts feel rushed; no consistent routine; remembers to pause on 1 in 4 laps.	Uses a 2-3 step routine (visualize → breath → cue) on ~2-3 of 5 laps; can re-center mid-run occasionally.	Runs the routine on ~4 of 5 laps; re-centers after distractions on most laps.	Routine feels automatic at start and mid-run; adapts to conditions (steeps/ice/crowds) almost every lap.
3) Demystifying the Certification Process	Unsure of pathway/value; no mentor/buddy; no next step identified.	Knows who to ask; schedules one low-stakes action (shadow a clinic, mock lap); logs ≥1 question to clarify.	Follows a simple plan: weekly peer practice + one focus area + mock observed lap 2×/month; checks off steps in a tracker most weeks.	Shares the path with peers; books milestones when ready; offers/organizes mock laps for others.

- **Fostering a Growth Mindset:** When we reframe progress as a series of necessary steps that build stronger skills, we shift from believing success is “inherent” to seeing it as something we practice and grow
- **Grounding Routines:** Grounding routines keep us in the moment so we can perform at our best, even when thoughts wander or we’re worried about how a session might go.
- **Demystifying the Certification Process:** Certification can feel confusing, costly, or not worth the investment, especially if a prior clinic or evaluator experience left a bad taste. Here we make the path clear and approachable.
- **Motivation & Ownership:** Progress sticks when the work feels personally meaningful, chosen, and doable. This section helps you connect improvement to your own “why,” right-size the challenge into a small milestone you can accomplish.
- **Resilience & Recovery:** Treating errors as information (not verdicts) lowers the sting of being observed, channels nerves into action, and lets you finish the next 3 to 4 turns stronger than you started.

# Fostering a Growth Mindset

Build a foundation of seeing growth as a positive by flipping negative language into fuel to foster development.

# Fostering a Growth Mindset



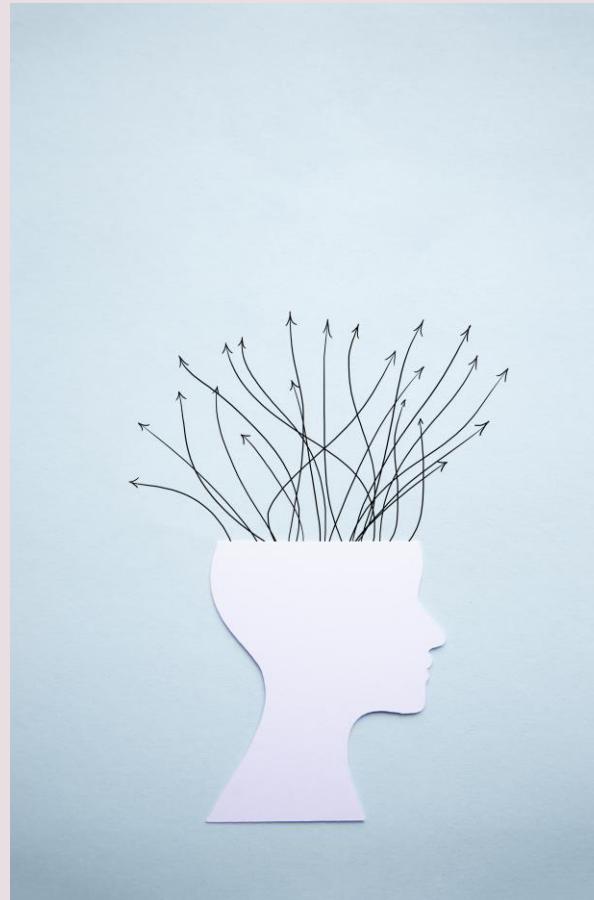
Performance cultures can accidentally reward perfection and punish trial.

A growth mindset flips that framework where mistakes become information, effort and strategy are what we praise, and progress shows up as small, repeatable steps.

When the climate is safe-to-try, people volunteer to be observed, take on new tasks, and stick with challenges long enough to improve.

# Why fostering a growth mindset is important

- Flips negative judgments into useful information
- Changes fixed mindsets to more flexible ones, based on positivity
- Refocuses attention to what you can control



# We'll Use E-S-I to Build Our Mindset Culture



- **Effort:** Acknowledge effort
- **Strategy:** Name and observable
- **Improvement:** Outline a suggestion to keep growing
- Builds self-efficacy loops:
  - Confidence grows from specific mastery experiences (one clean task) more than pep talks.

# Partner Activity

- Name and Swap  
Judgmental  
Frame
- Fast ESI  
Feedback
- Reflect & Swap



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# Preparation Routines: On-Mountain Activity

Run 3 short laps with a buddy.

1. Name your own intention
2. Connect it to effort and growth
3. Debrief
4. Swap roles



# Grounding Routines

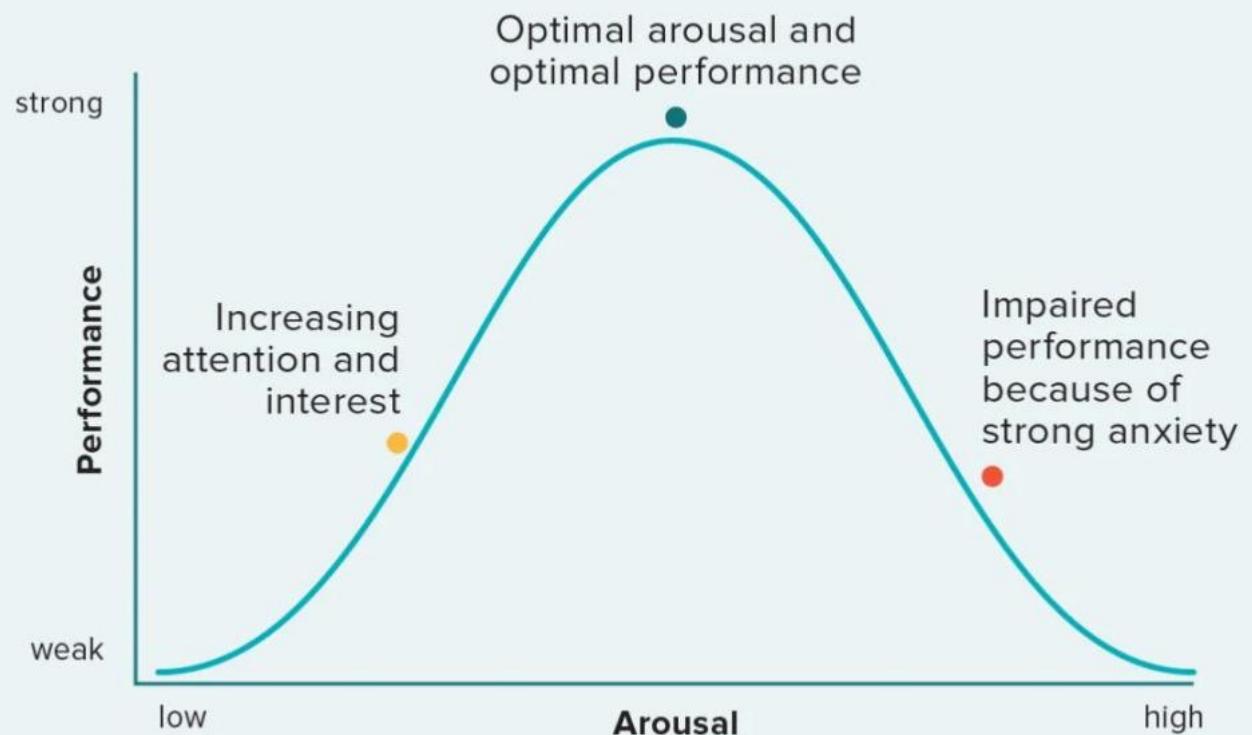
Breath before motion

# Grounding Routines



- A solid grounding routine can settle nerves and allow us to focus on doing our best, rather than focus on possible mistakes.
- The goal is not to be perfect, but rather build steady repetition, so you naturally include a grounding routine over time automatically. Don't be disheartened if it takes time to work.

## YERKES-DODSON LAW BELL CURVE



healthline

A little tension is good, but too much...

Yerkes–Dodson law: A little arousal helps; too much hurts.

Routines aren't to "calm to zero" they tune arousal to the sweet spot

# Grounding Routines



- Step 1: Settle the Body (Breath before motion)
  - Switch from “I’m tight and bracing” to “One long exhale, soften knees, unlock ankles.”
- Step 2: Anchor Attention (See it, Say it, Do it)
  - Switch from “I hope my demo’s good” to “Visualize smooth release; relax stiff knees.”
- Step 3: Make it Automatic (Gear anchors)
  - Tie your steps to actions you already do so you don’t have to remember them.

# Tools to Try



- Box Breathing
- Visualization
- Grounding Cue
- Reframe
- Shake & Reset
- Anchor to Gear

# Partner Practice Activity



- Step 1: Co-Design Your Routine
- Step 2: Choose & Try a Reset Tool
- Step 3: Layer a Cue Word
- Step 4: Reflect & Swap Roles

# On-Mountain Activity



- Try your routines with your partner or group'
- After a short run add some extra tension
  - Try your routine again
  - How did it work?
  - What did you change?
  - Will you try something new?

# Demystifying the Certification Process

Make the process familiar, so when you choose to book, it already feels like something you've practiced

# Motivation Increases with Notable Growth



Expectancy × Value: Raise expectancy (clear path, practice reps) and value (pay bump, fulfillment, community) to move.

Goal-gradient effect: Motivation increases as milestones get closer. Use visible trackers (mock-lap tally, checkmarks).

Social proof: Seeing a near-peer pass boosts belief more than hearing from a rock star.

# Why knowing more about the certification process is helpful



- Step 1: Know the path. You don't need every detail, just the next few steppingstones.
- Step 2: Build your micro-plan. Use a 2 to 3-week block. Keep it tiny and visible.
- Step 3: Practice being observed to reduce fear of being watched.
- Step 4: Choose your milestones once you are ready.

# Partner Practice Activity



What is one small step  
you can take?

How will you know you're  
making progress?

How will you track your  
progress?

# On-Mountain Activity



- Try practicing an assessment activity you'd like to get better at performing.
- Name what you would like your partner or group to see.
- Get partner ESI input after a short run, then swap.

# Motivation & Ownership

Clarify your “why,” right-size your challenge, and design reps that feel like yours, not assignments

# Why motivation and ownership are important

Lasting progress comes when the work feels personally meaningful, chosen, and doable.

External carrots (pay bumps, titles) can spark action, but intrinsic drivers like enjoyment, pride in growth, impact on students, belonging, keep us showing up.



# Build Your Own “Why”



Self-Determination Theory: People stick when they choose the goal (autonomy), feel it working (competence), and do it with someone (relatedness).

Progress principle: Tiny, daily wins fuel motivation more than big goals.

Primacy/Recency: Don't let first/last runs define the story, sample the middle too.

# Tips to Foster Intrinsic Drive



- Step 1: Name Your “Why”
- Step 2: Choose an achievable milestone
- Step 3: Make it enjoyable
- Step 4: Create your own plan
- Step 5: Refocus on measurable action

# Rest is not slacking!

If you do not take time to rest and recover, you run the risk of poor performance, injury, and burnout.

For example, without enough sleep, your brain will not be able to lock-in lessons from training into your muscle and long-term memory.



# Partner Practice Activity

Step 1: Share your “why”

Step 2: Discuss your milestone

Step 3: Outline how you will make it fun

Step 4: Share how you will track your progress



# On-Mountain Activity

- Before your run, say your “why” out loud. How many times did you remember your ‘why’? Did you change or refine your ‘why’ after your laps?
- Mark proof (photo, quick clip, or buddy report). How did you share proof?
- ESI quick-debrief (20 sec): *Effort* (what you did), *Strategy* (what you tried), *Improvement* (what got even 1% better). If it wasn’t fun, tweak one element and re-run.



# Resilience & Recovery

Recovery is a skill. The goal isn't to avoid every mistake, it's to reset sooner and finish stronger

# Resilience & Recovery

- This section outlines a short, repeatable recovery so you turn a setback into a solid next sequence of turns.
- The goal is to notice mistakes without judgment and then switch our focus to what we can do next.



# Four-Point Reset



- Four-Point Reset ( $\leq 5$  seconds):
  - Notice the disruption without judgment,
  - then **Exhale**,
  - then say **Cue** word,
  - and finish with **Yet** mental statement.
- This interrupts the threat loop and gives you one controllable instruction to execute now.

# Focus on What You Can Control



- Zeigarnik effect: Unfinished goals intrude; a one-sentence takeaway closes the loop, so you don't carry the miss.
- Track how many turns it takes to reset; improvements are motivating even when outcomes aren't.

# Partner Practice Activity



Step 1: Share a setback

Step 2: How did you respond

Step 3: Debrief Together

Swap Roles

# On-Mountain Activity



Try a challenging activity you might be able to do half of the time

Before attempting, share your four-point reset with your group or partner

Try the activity and share if you used the four-point reset

Did it help? Why or why not?

# Wrap-up



# Make sure to practice regularly

- Just like any skill, training your mind requires practice and continued work
- With regular goal setting and tracking you will see your progress build
- Use the appendix materials from the handbook to...
  - Build growth habits
  - Track your progress and identify wins
  - Plan your progress to higher PSIA-AASI certification levels

Thank  
you

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