Developing Talented College Students

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“Developing students’ talent is, after all, the principal mission of any educational institution—to help students learn, grow, and develop into competent and responsible citizens, parents, employees, and professionals.”
talent
Mindset

- The belief that abilities can be grown
Mindset

The beliefs we have about the capacity to change talent
Growth Mindset
Fixed Mindset

- Avoids challenges
- Sees effort as weakness
- Sees setbacks as detrimental
- Ignores feedback
Myelin

- The insulation of synapses
Some recent philosophers seem to have given their moral approval to these deplorable verdicts that affirm that the intelligence of an individual is a fixed quantity, a quantity that cannot be augmented.

We must protest and react against this brutal pessimism; we will try to demonstrate that it is founded on nothing.
Have you ever seen a picture of talent?
Myelin
How?
Mastery

- 10,000 hours of difficult practice
Source of Talent

What does the research say?
10-year-rule

10,000 hours
Difficult Practice

- Effortful
- Not always enjoyable
- Reflective
- Trial and error
- Focus on correcting errors
- Practice for improvement

10,000 hours
Difficult Practice

How can anyone stomach 10,000 hours?
Motivation

- Mindset
- Myelin
- Mastery
- Motivation

• The agency to excel
Motivation

- Passion
- Calling
- Agency
- Ignition
Flow

- Forget time
- Forget fatigue
- Consumed in the activity itself
It's All About What Motivates You
Motivation

3 C's

Competence  Choice  Community
Mentorship

- Mentorship
- Myelin
- Mastery
- Motivation
- Expert teachers

Talent
Mindset
Mentorship

- Master teacher
- Invests in you
- Knows their stuff
- Knows how to teach
- Breaks down teaching into 2 components
What Do Great Mentors Do?

Performance

Feedback
There is no such thing as innate talent.
There is no such thing as innate talent.

Talent is cultivated.
Talent is developed.
Talent is earned.
What does this mean for college students?
It All Comes Down to Learning

- Mindset
- Myelin
- Mastery
- Motivation
- Mentorship
Does the research on college students support this?
Research on Mastery

- Sample of 14,000+ students from 48 institutions

- **Academic Discipline** was the best predictor of GPA & retention

“the amount of **effort** a student puts into schoolwork and the degree to which he or she sees himself or herself as **hardworking** and conscientious”

Robbins et al. 2006
Journal of Educational Psychology
Research on Mastery

- Meta analysis of 21,000+ students
- Class Attendance

“The relationships make ___________ a better predictor of college grades than any other known predictor of academic performance, including scores on standardized admissions tests such as the SAT, high school GPA, study habits, and study skills.”

Crede et al. 2010
Review of Educational Research
Research on Mindset

Teaching high-risk students a growth mindset greatly improves their academic effort.

Is what we do and say with our students communicating a growth mindset or a fixed mindset?

Sriram, R. 2014
Journal of College Student Retention
Research on Myelin

- Myelination is vital to talent
- Frontal lobe is the last part of the brain to myelinate
- This myelination occurs during the 20s

How can we help our students understand how important the college years are for brain development?

Jay, M. 2012 The Defining Decade: Why Your Twenties Matter
Research on Motivation

How often do we talk about purpose, calling, or vocation with our students? How else will they “stomach” what it will cost to become talented?

- Grit:
  - Passion & Perseverance toward long-term goals
- Difference between a GPA of 3.0 and 3.35

Akos & Kretchmar
2017
The Review of Higher Education
Research on Mentorship

- Meta analysis of mentorship in college
- Increase in retention, graduation rates, and comfort with campus
- Especially for first-year Latino students

How do we connect our students with people who will invest in them and provide constant, specific feedback?

Crisp & Cruz
2009
Research in Higher Education
The Talent of Our Students

High-Achievers
Typicals
Underprepareds

How We Get'em
What We Add
How can you arrange your people, programs, and policies to promote these 5 M’s?

- The belief that abilities can be grown
- The insulation of synapses
- 10,000 hours of difficult practice
- The agency to excel
- Expert teachers
“Our 4,000-plus institutions of higher learning have come to value merely \textit{being} smart more than \textit{developing} smartness!”
It’s Time We Change That.

• The belief that abilities can be grown
• The insulation of synapses
• 10,000 hours of difficult practice
• The agency to excel
• Expert teachers