



THE
OUTWARD
BOUND TRUST

DEVELOPING RESILIENCE

IN YOUR EARLY CAREERS TALENT



Paul Marshalsea, Sara Lowe

#MORETHANYOUGHT



The Outward Bound Trust is an educational charity that helps young people defy their limitations through learning and adventures in the wild.

Outward Bound's mission



THE OUTWARD BOUND TRUST

WHO ARE WE?



EARLY CAREERS

We partner with schools, colleges, employers and youth groups to teach young people the most important lesson they could ever learn: **to believe in themselves.**

EDUCATION

SUMMER ADVENTURES

We never let financial need stand in the way of attendance. Over 80% of attendees receive funding to come to Outward Bound. Our goal is to empower all young people to succeed; for themselves, their communities and society.

FUNDRAISING



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COMING UP...

Resilience

Transitioning from
education to the
workplace

Resilience in Practice

Q&A panel

#MORETHANYOUTHINK

MASLOW'S HIERARCHY OF NEEDS



Maslow's hierarchy of needs

THE EMPEROR MOTH



ONE TRAIT THAT DESCRIBES RESILIENCE



LOOKING BACK

What has the conditioning been up to now?



My Journey of Resilience

Jasmine McKenna

Project Management Higher Apprentice

BAE Systems

RESPONSE - ABILITY



STIMULUS

BETWEEN

AND

THERE IS A SPACE.

RESPONSE

IN THAT SPACE IS OUR
POWER
TO **CHOOSE**
OUR
RESPONSE.

IN OUR **RESPONSE** LIES OUR

GROWTH AND OUR FREEDOM.

- VIKTOR FRANKL

LOOKING FORWARD

How can we develop the traits to support resilience?



LEARNER JOURNEY

Illustrating our process



The Iceberg Illusion

Success is an iceberg

SUCCESS!

WHAT PEOPLE SEE

Persistence



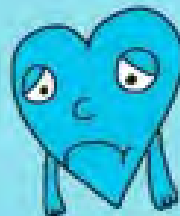
Failure



Sacrifice



Disappointment



WHAT PEOPLE DON'T SEE

Dedication



Hard work



Discipline



@sylviaaduckworth

DEVELOP LEARNING OBJECTIVES

Formulate your programme aim / overall purpose

Prepare for and take ownership of the transition off the graduate programme, to focus on next steps and their future career.

Agree measurable and specific learning outcomes

- Interpret and demonstrate organisational values, recognising behaviours that do and do not follow them
- Explore how to deal with change and challenges with a growth mindset
- Identify one's impact on the task and others whilst working as part of a team

RESILIENCE AND OUTDOOR LEARNING

The structure of the programme should support the intended learning message

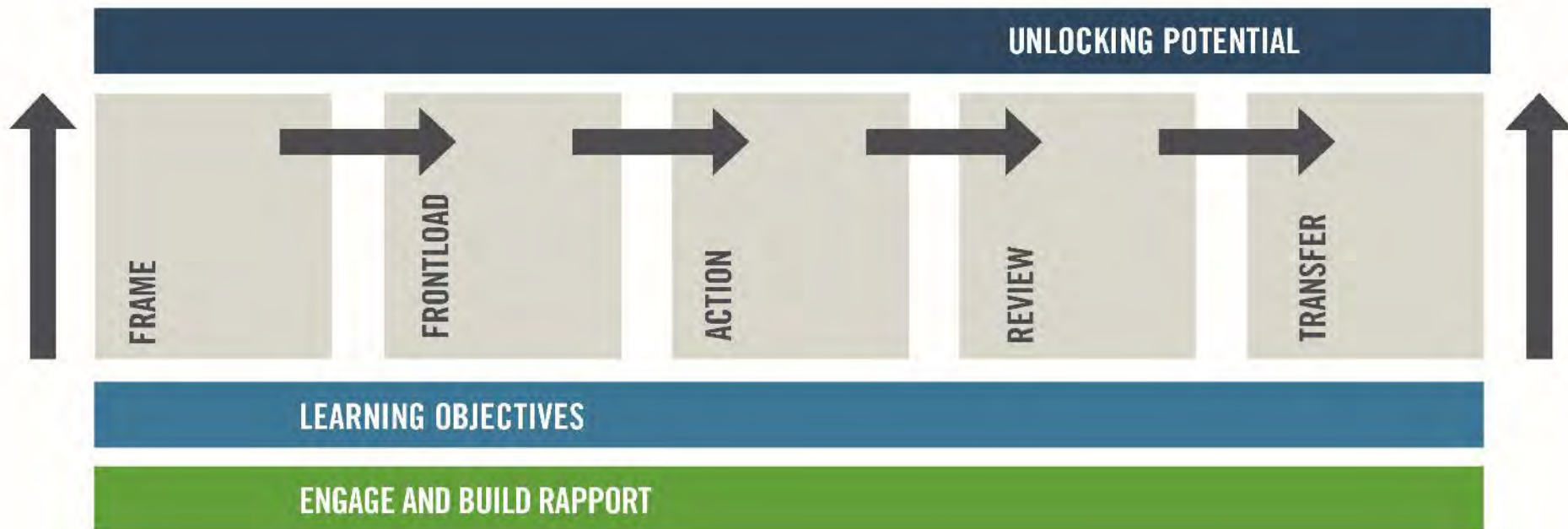


EFFORT + IMAGINATION + PERSEVERANCE

- Genuine challenge
- Some prolonged challenge
- Requirement to work through difficult situations
- Tangible progression
- Opportunities for task failure
- Repeated tried and use of different strategies
- Time for facilitated discussion and reflection
- Challenge by choice?

THE OUTWARD BOUND

Learning model™



CHIMP PARADOX

Dr Steven Peters





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BE PROACTIVE – HABIT ONE

Stephen Covey Seven Habits of Highly Effective People



MINDSETS – CHALLENGE STRATEGIES BENEFITS

Carol Dweck



SELF DETERMINATION THEORY

Would I do this if no one was watching?

Got Motivation?

Non Self Determined →

Self Determined

Source

Example

Source	Impersonal	External (Extrinsic)	Somewhat External	Somewhat Internal	Internal (Intrinsic)	Internal (Intrinsic)
Example	There is no real point in doing this because my success is unlikely or impossible.	I'm doing this because of a reward I might receive or because I'm being forced.	I'm doing this because I feel guilty or think that I ought to do this.	I'm doing this because I personally value the goal.	I'm doing this because it is important to my self worth.	I'm doing this because I really want to do it.

Illustrated by GoStrengths.com

VALUES AND CULTURE

What behaviours do they drive?





“

We are all better than we know. If only we can be brought to realise this, we may never again be prepared to settle for anything less.

Kurt Hahn

Co-founder of The Outward Bound Trust

”

Q&A WITH THE PANEL





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THANK YOU

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