Diversity
How important do you think it is for majority members of a group to support diversity within the group? How can these people best support diversity?

Think to a time when you felt like an outsider. Why did you feel excluded? Were there societal/structural differences between you and the majority or were there internal differences? What helped or could have helped to make you feel more included?

Many people often self-segregate in social as well as academic settings. Have you noticed this during your college experience? How can you prevent self-segregation?

Grit
The article states: “Indeed, objective measures of achievement are typically log-normal in distribution; the most accomplished scientists, novelists, artists and entrepreneurs are dramatically more successful than what would be expected were achievement distributed in a normal bell curve.” What does this mean? Does this statement ring true for very successful people you know? Why or why not?

Recent research has shown that physics has a strong cultural belief that "innate brilliance" is necessary for success—the lone genius stereotype. Does this article suggest that this perception might not be true? Should we physicists value "hard work" more than we do?

The article suggests that "gritty" behavior is not innate and that it develops over time. What "gritty" behaviors could you cultivate which would lead you to be a more successful researcher?

Decisions
Have you faced a challenging decision during your research? If so, share it with the group and discuss what made it tough, how you felt, who you talked to, and overall how you approached the decision.

Think back on a time when you made a tough decision. What made it hard? How did you approach the decision?

What prevents people from making good decisions and feeling good about their decisions? Does this reflect your own experience?
Discuss the differences between imposter syndrome and reasonable self doubt? Why might the later be helpful and the former be damaging?

Imposter syndrome has high level of incidence in academia for people from many backgrounds. What factors might contribute to its particular prevalence here as opposed to other places, such as the business world?

The article gives concrete strategies for overcoming imposter syndrome. Which resonate the most with you? Which could you easily apply, or recommend that your fellow students apply?