

Growth Mindset

Is your intelligence fixed and set in stone?

OR

*Can it be enhanced, improved, grown, and
developed?*

Growth Mindset

Is your intelligence fixed and set in stone?

OR

*Can it be enhanced, improved, grown, and
developed?*

Mindsets

Mindsets are beliefs about yourself and your qualities:

- Your intelligence
- Your strengths
- Your talents
- Your personality
- Your social skills

Professor Carol Dweck (2007) has conducted substantial research that has found that people usually embody one of two mindsets...

Fixed Mindset

- A fixed mindset is the belief that intelligence, strengths, and personal qualities are stable and unchangeable.
- Someone who has a fixed mindset believes that people have a certain amount of intelligence or talent. There is nothing they can do can change it.

Examples of Fixed Mindsets

“I am terrible at maths”

“I am disorganised by nature”

“I am excellent at maths”

“I am a funny guy”

“I have no artistic ability”

“I am shy”

“I can't sing”

“I am a perfectionist”

“I am naturally smart”

“I am an under-achiever”

“I am useless”

“I can't draw”

“I am of average intelligence”

“I can't do ball sports”

Growth Mindset

- A growth mindset is the belief that intelligence and strengths can be changed and developed.
- A person's skills and qualities can be improved through dedication and hard work.
- A person with a growth mindset believes that most people who accomplish great things do so because they put in a lot of effort, practise their craft, and keep learning.

Examples of Growth Mindsets

“I am getting better at it”

“I wonder who could help me”

“I struggle to be organised – but I try”

“I love a challenge”

“I work hard at the things I enjoy”

“It doesn’t come naturally to me, but I work at it”

“Practise, practise, practise”

“Let’s try something new”

“I am willing to do what it takes”

“I am determined to get better at maths”

Challenges and Opportunities

Fixed Mindset

- Avoid challenges and tasks that may be difficult.
- Look for opportunities to prove their abilities or worth.
- Like to stay within their comfort zone.
- Give up easily when faced with obstacles.
- Would rather fail because “they haven’t tried” than risk failure or poor performance.

Growth Mindset

- Embrace challenges and love tasks that may be difficult.
- Look for opportunities to stretch themselves and grow.
- Thrive when out of their comfort zones.
- Persist despite obstacles and set-backs.
- Maintain effort when things get hard.
- Are willing to risk failure and difficulty to accomplish worthwhile goals.

Fixed Mindset

- Believe if they are good at something, success should come easily to them.
- Believe that as they are naturally smart or talented they don't really have to try.
- Put in a minimal amount of effort when needed.
- Avoid or ignore negative feedback.

Growth Mindset

- See effort as necessary to achieving goals.
- Use character strengths such as curiosity, teamwork, and love of learning to stretch themselves and grow.
- Demonstrate grit and persistence.
- Open to feedback of all sorts.
- Seek out information on how they can improve.

Reflecting on Mindsets

- Mindsets exist on a continuum (someone can be between a growth and fixed mindset).
- Mindsets can change.
- People can have different mindsets for different areas of their lives.
- What is your mindset in the following areas?
 - Literacy and reading
 - Maths
 - Sport
 - Social skills and relationships
 - Art and creativity

Developing a Growth Mindset

Learn to identify your fixed mindset voice:

- I can't....
- I am terrible at...
- I am supposed to be good at this...

And, instead, cultivate a growth mindset voice:

- I will work hard.
- I will keep trying.
- I will ask for help.

Challenge Fixed Mindset Thoughts

Fixed Mindset Voice: “He is so much smarter than I am. My project will never be that good.”

Growth Mindset Voice: “That is my fixed mindset voice talking. I just have to keep working and give it my best effort.”

Fixed Mindset Voice: “It is too hard. I might as well give up.”

Growth Mindset Voice: “That is a fixed mindset way of looking at this situation. I will just keep trying. Perhaps I can ask someone for help?”

Take Growth Mindset Action

- Take on new challenges.
- Be curious and try new things.
- Approach risks and put yourself out of your comfort zone.
- Persist and keep working on difficult goals.
- Actively ask for feedback and seek out suggestions for improvement.

Mindset References

Blackwell, L. S., Trzesniewski, K. H., & Dweck, C. S. (2007). Implicit theories of intelligence predict achievement across an adolescent transition: A longitudinal study and an intervention. *Child Development, 78*, 246-263.

Dweck, C. (2007). *Mindset: The New Psychology of Success*. New York: Ballantine Books.

Dweck, C. S. (2007). The perils and promises of praise. *Educational Leadership, 65*, 34-39.

Mindset Website: <http://mindsetonline.com>

Mindset diagram <http://nigelholmes.com/graphic/two-mindsets-standford-magazine/>

Mueller, C. M., & Dweck, C. S. (1998). Praise for intelligence can undermine children's motivation and performance. *Journal of Personality and Social Psychology, 75*, 33-52.

Mindsets

Mindsets are beliefs about yourself and your qualities:

- Your intelligence
- Your strengths
- Your talents
- Your personality
- Your social skills

Professor Carol Dweck (2007) has conducted substantial research that has found that people usually embody one of two mindsets...

Fixed Mindset

- A fixed mindset is the belief that intelligence, strengths, and personal qualities are stable and unchangeable.
- Someone who has a fixed mindset believes that people have a certain amount of intelligence or talent. There is nothing they can do can change it.

Examples of Fixed Mindsets

“I am terrible at maths”

“I am disorganised by nature”

“I am excellent at maths”

“I am a funny guy”

“I have no artistic ability”

“I am shy”

“I can’t sing”

“I am a perfectionist”

“I am naturally smart”

“I am an under-achiever”

“I am useless”

“I can’t draw”

“I am of average intelligence”

“I can’t do ball sports”

Growth Mindset

- A growth mindset is the belief that intelligence and strengths can be changed and developed.
- A person's skills and qualities can be improved through dedication and hard work.
- A person with a growth mindset believes that most people who accomplish great things do so because they put in a lot of effort, practise their craft, and keep learning.

Examples of Growth Mindsets

“I am getting better at it”

“I wonder who could help me”

“I struggle to be organised – but I try”

“I love a challenge”

“I work hard at the things I enjoy”

“It doesn’t come naturally to me, but I work at it”

“Practise, practise, practise”

“Let’s try something new”

“I am willing to do what it takes”

“I am determined to get better at maths”

Challenges and Opportunities

Fixed Mindset

- Avoid challenges and tasks that may be difficult.
- Look for opportunities to prove their abilities or worth.
- Like to stay within their comfort zone.
- Give up easily when faced with obstacles.
- Would rather fail because “they haven’t tried” than risk failure or poor performance.

Growth Mindset

- Embrace challenges and love tasks that may be difficult.
- Look for opportunities to stretch themselves and grow.
- Thrive when out of their comfort zones.
- Persist despite obstacles and set-backs.
- Maintain effort when things get hard.
- Are willing to risk failure and difficulty to accomplish worthwhile goals.

Effort and Feedback

Fixed Mindset

- Believe if they are good at something, success should come easily to them.
- Believe that as they are naturally smart or talented they don't really have to try.
- Put in a minimal amount of effort when needed.
- Avoid or ignore negative feedback.

Growth Mindset

- See effort as necessary to achieving goals.
- Use character strengths such as curiosity, teamwork, and love of learning to stretch themselves and grow.
- Demonstrate grit and persistence.
- Open to feedback of all sorts.
- Seek out information on how they can improve.

Reflecting on Mindsets

- Mindsets exist on a continuum (someone can be between a growth and fixed mindset).
- Mindsets can change.
- People can have different mindsets for different areas of their lives.
- What is your mindset in the following areas?
 - Literacy and reading
 - Maths
 - Sport
 - Social skills and relationships
 - Art and creativity

Developing a Growth Mindset

Learn to identify your fixed mindset voice:

- I can't....
- I am terrible at...
- I am supposed to be good at this...

And, instead, cultivate a growth mindset voice:

- I will work hard.
- I will keep trying.
- I will ask for help.

Challenge Fixed Mindset Thoughts

Fixed Mindset Voice: “He is so much smarter than I am. My project will never be that good.”

Growth Mindset Voice: “That is my fixed mindset voice talking. I just have to keep working and give it my best effort.”

Fixed Mindset Voice: “It is too hard. I might as well give up.”

Growth Mindset Voice: “That is a fixed mindset way of looking at this situation. I will just keep trying. Perhaps I can ask someone for help?”

Take Growth Mindset Action

- Take on new challenges.
- Be curious and try new things.
- Approach risks and put yourself out of your comfort zone.
- Persist and keep working on difficult goals.
- Actively ask for feedback and seek out suggestions for improvement.

Dweck, C. (2007). *Mindset: The New Psychology of Success*. New York: Ballantine Books.

Dweck, C. S. (2007). The perils and promises of praise. *Educational Leadership*, 65, 34-39.

Mindset Website: <http://mindsetonline.com>

Mindset References

Mindset diagram <http://nigelholmes.com/graphic/two-mindsets-standford-magazine/>

Mueller, C. M., & Dweck, C. S. (1998). Praise for intelligence can undermine children's motivation and performance. *Journal of Personality and Social Psychology*, 75, 33-52.