

Growth
Mindset



What is Growth and Fixed Mindset?

Growth Mindset: “In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment.” (Dweck, 2015)

A person may believe that they can improve their maths skills through studying hard, doing their homework and concentrating hard in class in order to overcome a difficult maths problem.

Fixed Mindset: “In a fixed mindset, people believe their basic qualities, like their intelligence or talent, are simply fixed traits. They spend their time documenting their intelligence or talent instead of developing them. They also believe that talent alone creates success—without effort.” (Dweck, 2015)

A person may believe they are as good as they can get at maths and give up easily on attempting to solve a maths equation.

GROWTH MINDSET



- intelligence, personality and abilities are open to development
- effort makes the difference
- failure is an opportunity to learn
- focus is on improving

FIXED MINDSET



- intelligence, personality and abilities are fixed
- the more effort you have to put in, the less your ability
- failure is catastrophic
- focus is on proving

Above are some examples of views and statements people may have depending on which mindset they choose to adopt.

What is Growth and Fixed Mindset? (continued...)

(Mindset Check Up)

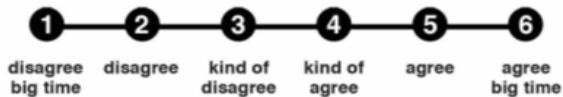
MINDSET CHECK UP

Take a minute or two to answer these questions. There are no right or wrong answers here. Just circle the button that you think works best for you!

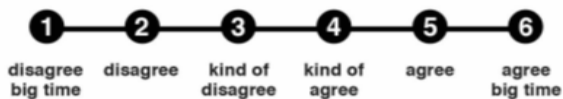
PART #1

CIRCLE THE BUTTON THAT YOU THINK BEST FITS!

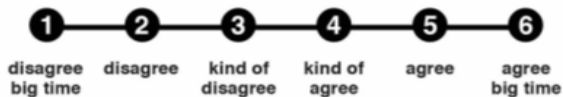
1. You can always change your talent a good amount, no matter how much you have.



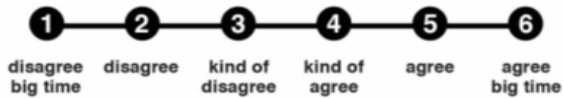
2. I like work the best when it makes me think hard.



3. I like doing things that I'll learn from even if I make a lot of errors.



4. When something is hard, it makes me want to spend more time on it, not less.



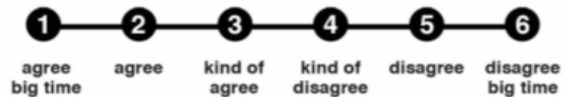
PART #1 TOTAL _____

PART #2



NOTICE WE CHANGED THE SCORING FOR THIS PART. READ CAREFULLY:)

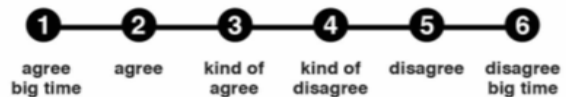
5. You can always learn things, but you can't really change how smart you are.



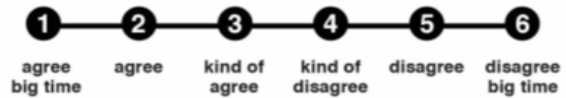
6. I like work the best when I can do well without putting a lot of effort in.



7. I like doing work that I can do perfectly almost all of the time.



8. When I have to put extra work in it makes me feel like I'm not as good as my peers.



PART #2 TOTAL _____

(NOW ADD THE TWO PARTS TOGETHER!)

GRAND TOTAL _____

MINDSET CHECK UP

YOUR SCORE _____

WHAT IT MEANS

8-16

You firmly believe that your talents, skills, and abilities are set traits. These things can't be changed very much. If you can't perform really well and look good on a test or project you would rather just not do it. You think that smart and talented people don't have to work very hard to be good.

17-24

You think that your skills and intelligence probably don't change much. You like situations where you perform well, are less likely to make mistakes, and don't have to put in too much effort. You believe that learning and getting better at things should be relatively easy.

25-32

You're not too sure whether or not you can change your skills and intelligence. Your grades and performances are important to you and so is learning. You're not the biggest fan of putting in too much effort though.

33-40

You believe that you can develop your skills and intelligence. You really care about learning and don't mind having to put in some effort to make it happen. Performing well matters to you but you think that learning is actually more important than always scoring well and looking good.

41-48

You totally believe that you can grow and improve your skills and intelligence. You love challenges and know that the best way to learn is by working really hard. You don't mind making mistakes or looking bad in order to get better.



DID YOU KNOW...

That your mindset can change and develop.
If you don't like where you're at right now,
it's totally fine - you can change it!

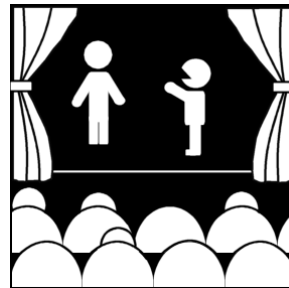
Is Intelligence Fixed from Birth?

Is it possible that we are just born with in-built special abilities to be effective and excellent in:

Maths



Acting



Sport



Music



Or... do talents, abilities and intelligence itself grow from experience???

Importance of Development

For people who have a fixed mindset, their brain is more active when they are provided with information as to how well they have done. They are more responsive to discovering test results or grades.

However, people with a growth mindset have a more active brain when mistakes are highlighted to them and also, when they are being told how they could improve.

It is essential to develop a growth mindset in order to **increase a child's engagement with learning.**



If a child adopts a **fixed mindset** they will deter from attempting new tasks as they are afraid they will look dumb. Their overall goal is to appear smart and distance themselves from tasks which they may fail at. Thus meaning, they are not as likely to engage in the process of learning as they are more concentrated with conveying the knowledge they already have as opposed to making the effort to develop new skills and abilities.

Children who choose to adopt a **growth mindset** see challenging tasks more favourably than children with a fixed mindset. Having a positive outlook on challenge and difficulty helps to build a spirit of interest, which in turn provides children with the confidence to engage with the learning process and enjoy it at the same time.

Developing a growth mindset can **set you up for life.**



Dwayne Johnston (AKA The Rock – actor and professional wrestler) did not start off in life with the well-equipped skills and knowledge to become a famous wrestler and actor. Dwayne actually after playing one American football game was fired and only had \$7 to his name. He put in a huge amount of effort year after year to increase his chance of becoming successful and also, more importantly, to ensure he kept learning at all costs. Dwayne adopts a growth mindset and views difficulty and challenge as a positive entity. He would rather stay close and solve a problem or become better at a challenge as opposed to running away from it.

Imprinting such a philosophy at an early age will increase the chance of adopting the right priorities going forward. If everyone can understand that the weight of learning something new is better than making some mistakes, we will not be too bothered about hiding our mistakes.

Rather, more of an emphasis is placed on becoming who they want to be.

All in all, if we think about it, at birth, we can't WALK or TALK. These abilities don't pop up overnight....

..... they **DEVELOP** as we **LEARN!!** In the same way we can all learn new skills and abilities!

How to Develop a Growth Mindset

Scenario: A student enters a gymnastics competition, puts in her best effort, and doesn't win.



Task: Her teacher was there observing her. What do you think the student could do in order to foster a growth mindset?

Answers:

- Ask her teacher for feedback – this giving her knowledge and advice from a professional source.
- Reflect on her performance to see where she had went wrong and how she could improve – this allowing her to do better next time.
- By focusing on the process and effort she put in to her performance rather than the end result – this providing her with a solid platform moving forward as she will be more likely to remember what she did in training.
- Embrace failure and the fact she did not win – learn not to be afraid of making mistakes and not winning.

How to Develop a Growth Mindset (continued...)

10 Growth Mindset Statements



What can I say to myself ?



INSTEAD OF:

TRY THINKING:

I'm not good at this.

1 What am I missing?

I'm awesome at this.

2 I'm on the right track.

I give up.

3 I'll use some of the strategies we've learned.

This is too hard.

4 This may take some time and effort.

I can't make this any better.

5 I can always improve so I'll keep trying.

I just can't do Math.

6 I'm going to train my brain in Math.

I made a mistake.

7 Mistakes help me to learn better.

She's so smart. I will never be that smart.

8 I'm going to figure out how she does it.

It's good enough.

9 Is it really my best work?

Plan "A" didn't work.

10 Good thing the alphabet has 25 more letters!

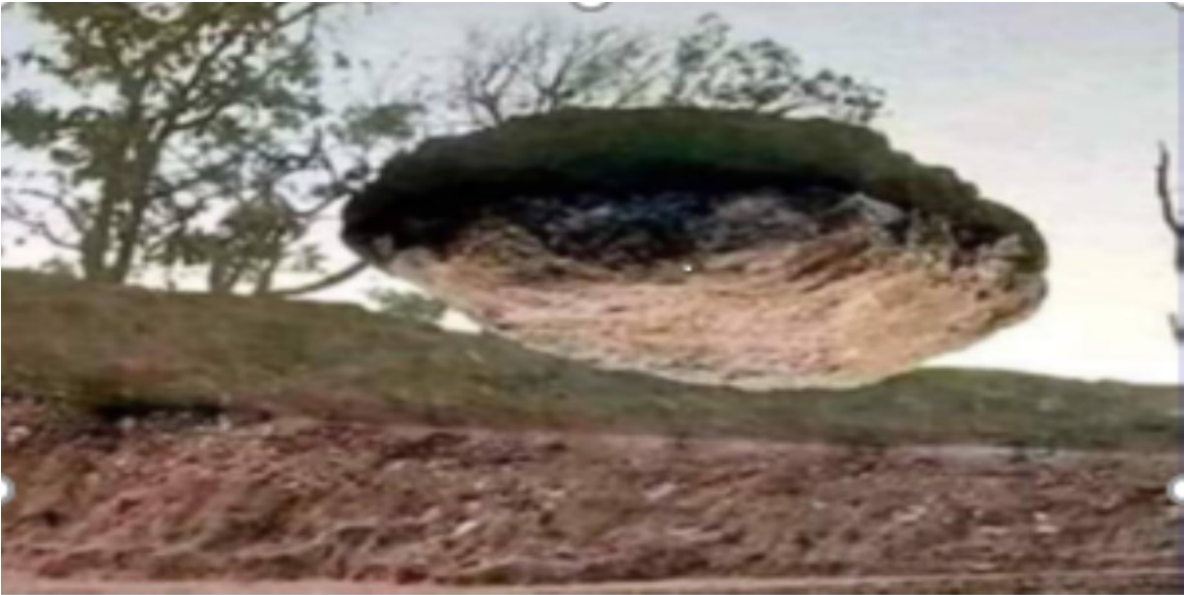
There are two views children have of intelligence

This is the way my intelligence is...!

No, intelligence WILL grow and develop

Changing the Angle

This picture below is real and everything in the picture is real. The rock is real, the trees are real, everything is real.



Flip it on its head...

More often than not, a situation has the potential to change depending on the mindset (fixed or growth) you choose to adopt!



People are disturbed not by things, but by the view which they take of them (Ellis, 2013).

Embracing Challenges



Research suggests (Ng, 2018) people who adopt a growth mindset are more likely to embrace challenges than people with a fixed mindset. Having a growth mindset can even increase the chance of the challenge in gaining employment, or getting into college/university for children and young people on leaving school (Baldwin, 2019).

The earlier challenges are embraced the better – the more you avoid challenges the greater chance they can cloud your mind leading to increased anxiety and stress.

In order to help those around you adopt a growth mindset, give an example of when you have overcome a tough challenge, or give an example of a celebrity who has risen from having nothing to being a worldwide celebrity.

Famous Failures

Steve Jobs



At the age of 30 he was devastated and depressed after being unceremoniously removed from the company he started.

Co-founder, Chairman, and CEO of Apple Inc.

Primary investor and Chairman of Pixar

Estimated worth (time of death 2011) - \$10.2bn

Dwayne Johnson (aka The Rock)

After playing one American football game he was fired and only had \$7 to his name.

Actor, producer, professional wrestler

Highest grossing actor in Hollywood

Estimated net worth - \$280m



Katy Perry



Her first album was a flop and the record label folded. She was signed to two more record labels and later dropped from both. "Everyone kind of looked at me...like damaged goods", she said.

Singer, songwriter, actress, businesswoman, television personality

Estimated net worth - \$330m

Continued...

J.K. Rowling

Unemployed, divorced and raising a daughter and her first book was rejected 12 times by publishers.

Author, film producer, television producer, screenwriter, philanthropist

Estimated net worth - \$1bn



Sylvester Stallone



When he was 26, he was “totally broke, going nowhere pretty fast, owned two pairs of pants that barely fit, shoes that had holes in them.” He even sold his dog to a stranger for \$40 because he couldn’t afford to care for the animal. (When he sold his first screenplay, he tracked down his dog and bought him back – for \$15,000)

Actor, director, screenwriter, producer

Estimated net worth - \$400m

Beyonce

Beyoncé was part of a group called Girls Tyme that performed on a 1993 episode of the talent TV show Star Search, and she LOST.

Of the experience she's said, "At that time, you don't realize that you could work superhard and give everything you have—and lose." She added, "You're never too good to lose; you're never too big to lose."

Singer, actress, songwriter, record producer, director, model, dancer, fashion designer, businesswoman

Estimated net worth - \$355m



Walt Disney



Fired from a newspaper for “lacking imagination” and having “no original ideas”.

Entrepreneur, animator, voice actor, film producer

Estimated net worth - \$1bn (at the time of his death 1966)

Thinking About

OBSERVE the mindset you adopt

You can CHOOSE to adopt a growth mindset

When you meet challenges REMIND yourself about the growth mindset

Below is a useful reminder of how failure can be looked at through a growth mindset approach:

F

First

A

Attempt

I

In

L

Learning

References

Baldwin, A. (2019). Impacting Growth Mindsets in Student Employment. *New directions for student leadership*, 2019(162). p.49-60.

Blackwell, L. Trzesniewski, K. and Dweck, C. (2007). Implicit theories of intelligence predict achievement across an adolescent transition: A longitudinal study and an intervention. *Child development*, 78(1), p.246-263.

Dweck, C. (2015) Carol Dweck Revisits the 'Growth Mindset'. *Education Week*. Retrieved from: <http://www.edweek.org/ew/articles/2015/09/23/carol-dweck-revisits-the-growth-mindset.html?cmp=cpc-goog-ew-growth+mindset&ccid=growth+mindset&ccag=growth+mindset&cckw=%2Bgrowth%20%2Bmindset&cccv=content+ad&gclid=Cj0KEQiAnvfDBRCXrabLI6-6t-0BEiQAW4SRUM7nekFnoTxc675qBMSJycFgwERohguZWVmNDcSUg5gaAk3I8P8HAQ>

Ellis, A. (2013). *Rational Emotive Behaviour Therapy: Distinctive Features*. Page 8.

Ng, B. (2018). The neuroscience of growth mindset and intrinsic motivation. *Brain sciences*, 8 (2). p20.

Further Information

Mindsetworks: Teacher Practices: How Praise and Feedback Impact Student Outcomes. What can you do to promote a growth mindset in students?

<https://www.mindsetworks.com/science/Teacher-Practices>

How to develop a Growth Mindset: Developing a Growth Mindset with Carol Dweck

<https://www.youtube.com/watch?v=hiiEeMN7vbQ>)

Embracing Challenges: Growth Mindset - Story of Twin Brothers

<https://www.youtube.com/watch?v=jYNG5XhrvGQ>)

Famous Failures: Famous Failures Part 2 by Jay Shetty

<https://www.youtube.com/watch?v=bAwXAFz6cmA&t=7s>)