

# Developing a Growth Mindset



Every so often a truly ground breaking idea comes along. This is one.

## 1. Points to consider about the importance of how your 'mindset' works:

- Brains and talent don't bring success and they can stand in the way of it
- Praising brains and talent doesn't foster self-esteem and accomplishment, but jeopardizes them
- Teaching a simple idea about the brain increases learning and productivity
- Mindset is a simple idea discovered by world-renowned Stanford University psychologist Carol Dweck in decades of research on achievement and success—a simple idea that makes all the difference.
- 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. They're wrong.
- 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. Virtually all great people have had these qualities.
- Teaching a growth mindset creates motivation and productivity in the worlds of business, education, and sports. It also enhances relationships.

## 2. The power of your mindset...

- Mindsets are beliefs—beliefs about yourself and your most basic qualities. Think about your intelligence, your talents, your personality. Are these qualities simply fixed traits, carved in stone? Or are they things you can cultivate throughout your life?
- People with a fixed mindset believe that their traits are set in stone and that nothing can change. People with this mindset worry about their traits and how adequate they are. They feel they have something to prove to themselves and others and find it hard to take feedback or cope with challenges.
- People with a growth mindset, on the other hand, see their qualities as things that can be developed through their dedication and effort. They understand that no one has ever accomplished great things—not Mozart, Darwin, or Mo Farah—without years of passionate practice and learning.

## 3. Everyone can grow and develop...

- The growth mindset is based on the belief that your basic qualities are things you can cultivate through your efforts.
- Although people may differ in so many ways—in their initial talents and aptitudes, background, interests, or temperaments – everyone can change and grow through application and experience.
- A growth mindset helps us to accept feedback in a positive way and see that mistakes, rather than something to fear, can be a powerful opportunity to learn.
- The passion for challenging yourself and sticking to it, even (or especially) when it's not going well, is the hallmark of the growth mindset. This is the mindset that allows people to thrive during some of the most challenging times in their lives.

# Developing a Growth Mindset



'Teachers should help students value effort. Too many students think effort is only for the inept. Yet sustained effort over time is the key to outstanding achievement.' Carol Dweck



'We have found with students of all ages, from early grade school through college, that the changeable view can be taught. Students can be taught that their intellectual skills are things that can be cultivated -- through their hard work, reading, education, confronting of challenges, etc. When they are taught this, they seem naturally to become more eager for challenges, harder working, and more able to cope with obstacles. Researchers (for example, Joshua Aronson of the University of Texas) have even shown that college students' grade point averages go up when they are taught that intelligence can be developed.' Carol Dweck

'Our studies show that teaching people to have a 'growth mindset' which encourages a focus on effort rather than on intelligence or talent, helps make them into high achievers in school and in life'. Carol Dweck.

'If parents want to give their children a gift, the best thing they can do is to teach their children to love challenges, be intrigued by mistakes, enjoy effort, and keep on learning. That way, their children don't have to be slaves of praise. They will have a lifelong way to build and repair their own confidence'. Carol Dweck.

'Picture your brain forming new connections as you meet the challenge and learn. Keep on going!' Carol Dweck.