

Changing Our Mindset

Carol Dweck, world-renowned Stanford University psychologist, talks about the power of our mindset or our beliefs (especially around challenge). We can either have a Fixed Mindset where we let failure (or even success) define who we are, or a Growth Mindset where we see setbacks as opportunities to grow and improve ourselves. Just like how we learned how to walk... there are many stumbles along the way, but to reach our potential and live the life we desire, it takes practice and perseverance. We always have a choice about which view we adopt for ourselves... and it's never too late to change. What's your view?

It's up to you!



FIXED MINDSET

Belief that my intelligence, personality and character are carved in stone; my potential is determined at birth



GROWTH MINDSET

Belief that my intelligence, personality and character can be developed! A person's true potential is unknown (and unknowable).

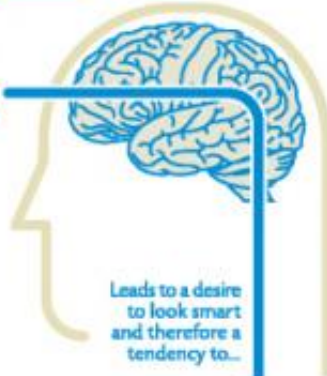
	FIXED MINDSET	GROWTH MINDSET
DESIRE	Look smart in every situation and prove myself over and over again. Never fail!!	Stretch myself, take risks and learn. Bring on the challenges!
EVALUATION OF SITUATIONS	Will I succeed or fail? Will I look smart or dumb?	Will this allow me to grow? Will this help me overcome some of my challenges?
DEALING WITH SETBACKS	"I'm a failure" (identity) "I'm an idiot"	"I failed" (action) "I'll try harder next time"
CHALLENGES	Avoid challenges, get defensive or give up easily.	Embrace challenges, persist in the face of setbacks.
EFFORT	Why bother? It's not going to change anything.	Growth and learning require effort.
CRITICISM	Ignore constructive criticism.	Learn from criticism. How can I improve?
SUCCESS OF OTHERS	Feel threatened by the success of others. If you succeed, then I fail.	Finds lessons & inspiration in other people's success.
RESULT...	Plateau early, achieve less than my full potential.	Reach ever-higher levels of achievement.

	FIXED MINDSET THINKING	GROWTH MINDSET THINKING *
ACHIEVEMENT...	means proving you're smart.	means that you're learning and stretching.
BEING SMART...	means that you're making no mistakes.	means that you're confronting a challenge and making progress.
A SETBACK OR MISTAKE...	leads to loss of confidence.	indicates an area for growth.
FAILURE...	leads to humiliation.	means that you're not yet fulfilling potential.
EFFORT...	shouldn't be required if you're smart and takes away excuses for failure.	is the path to mastery that makes you smarter. You get out what you put in.
SUCCESS...	is defined as being the best and is based on talent.	is defined as working hard to become your best and is based on motivation.
A BAD GRADE...	means it's time to give up.	means it's time to work harder.
FEEDBACK...	is threatening, as it provides good or bad news about precious traits.	is welcomed, as it provides useful direction toward areas to work on.
THE NEED TO ASK FOR HELP...	indicates a weakness or deficiency which should not be admitted.	is a useful strategy for growth.
STEREOTYPE THREAT...	is high due to fears of confirming negative stereotype.	is low; a stereotype is simply someone else's inaccurate view of their abilities.
TALENTED PEERS...	become grounds for feeling threatened and jealous.	are a source of inspiration.

FIXED

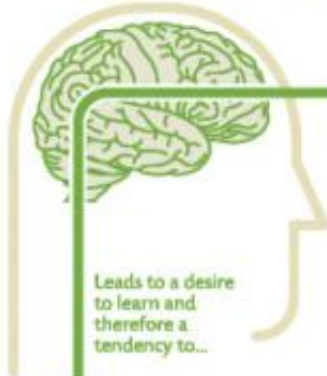
GROWTH

Fixed Mind-set
Intelligence is static



Leads to a desire to look smart and therefore a tendency to...

Growth Mind-set
Intelligence can be developed



Leads to a desire to learn and therefore a tendency to...

CHALLENGES

...avoid challenges



...embrace challenges



OBSTACLES

...give up easily



...persist in the face of setbacks



EFFORT

...see effort as fruitless or worse



...see effort as the path to mastery



CRITICISM

...ignore useful negative feedback



...learn from criticism



SUCCESS OF OTHERS

...feel threatened by the success of others



...find lessons and inspiration in the success of others



As a result, they may plateau early and achieve less than their full potential.

All this confirms a **deterministic view of the world.**

As a result, they reach ever-higher levels of achievement.

All this gives them a **greater sense of free will.**