Change Your Mindset

Mindset is an idea coined by psychologist Carol Dweck. It’s the idea that there are two ways of viewing intelligence, fixed vs. growth mindsets. These mindsets significantly impact how you approach problems and how you perceive results. Through multiple studies, Carol Dweck illustrates that a growth mindset can increase motivation and productivity. This handout will help you to identify your thought patterns and give tips on how to develop a growth mindset.

Characteristics

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<tr>
<th>Fixed Mindset</th>
<th>Growth Mindset</th>
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<tr>
<td>Believes that intelligence and abilities are innate (we are born with them)</td>
<td>Believes intelligence and abilities can be developed</td>
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<td>Embraces positive results</td>
<td>Embraces process and feedback</td>
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<td>Less likely to attempt challenging projects</td>
<td>Enjoys a challenge</td>
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<td>See effort as a bad thing; it means that they’re not naturally good enough to</td>
<td>Sees effort as a way to grow and become more talented</td>
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<td>solve the problem</td>
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<td>“A natural at ….”</td>
<td>“I worked really hard at…”</td>
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Ways to Develop a Growth Mindset

Studies have shown you can change your mindset and increase your intellectual performance.

• Challenge yourself
  – When you look at effort as a way to grow, it becomes easier for you to accept challenging problems.
  – When you hit a setback, don’t give up. Stay motivated to work through the issue.

• Find a way to accept a failing mark and learn from the feedback
  – A fixed mindset sees failing grades as a personal failure. It leads us to fear challenges.
  – You can still be disappointed with results, but find ways to learn from those results.

• Change your thinking in small steps
  – Change “I can’t do that” to “I can’t do that yet”.
  – Stop using the phrase “I’m no good at that”.
  – Set goals surrounding improvement rather than results.

• Watch the following TED Talks
  – The Power of Belief – Mindset and Success, by Eduardo Briceno
  – The Power of Believing that you can Improve, by Carol Dweck

Develop a Growth Mindset: Believe your skills, talents and intelligence can be developed. Be a learner who thrives in challenges, learns from mistakes and creates improvement with feedback. Celebrate your efforts & progress.

Escape a Fixed Mindset: Avoid the belief that either you have the skills, talents or intelligence or you don’t. Try not to dodge challenges, blame external forces for mistakes or ignore useful feedback.

Develop Your Mindset – Change Your Results!

Adapted from: https://www.youtube.com/watch?v=pN34FNbOKXc, June 2015