



# Adopting a Growth Mindset

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## Mindset is Everything

The mindset you use to approach a task, your job and your life pre-determines your likelihood of success or failure. In a word, it's everything.

[Video - Watch this >](#)

## Fixed or Growth Mindset?

### Fixed Mindset

Intelligence is static and leads to desire to look smart and avoid challenges.

These include:

- Fear of failure
- Give up early
- See effort as a fruitless or worse
- See learning as something that comes naturally
- See your habits as limitations
- Don't feel smart
- Take criticism personally
- Ignore useful negative feedback
- Feel threatened by the success of others

Your brain will tell itself the following lies:

- It's hard for me to lose weight
- I'll never be good at writing
- I'm not a natural athlete
- I tend to procrastinate
- I'm not creative

*As a result you plateau early, limited by determinism and achieve less than full potential.*

# Growth Mindset

Intelligence can be developed

Leads to a desire to learn and desire to improve, which you do!

- Embrace challenges
- Persist in the face of setbacks
- See effort as the path to mastery
- The more you put into something, the more you'll get out of it.
- Don't take criticism personally
- Appreciate and learn from criticism
- Failure as a way to learn.
- Enjoy the process, not just the outcome.
- Find lessons and inspiration in the success of others
- Able to change your beliefs about yourself
- Focus on changing habits, and using success habits
- Think of yourself as successful.
- Have a greater sense of free will and continue to learn and improve.

## Fixed Mindset

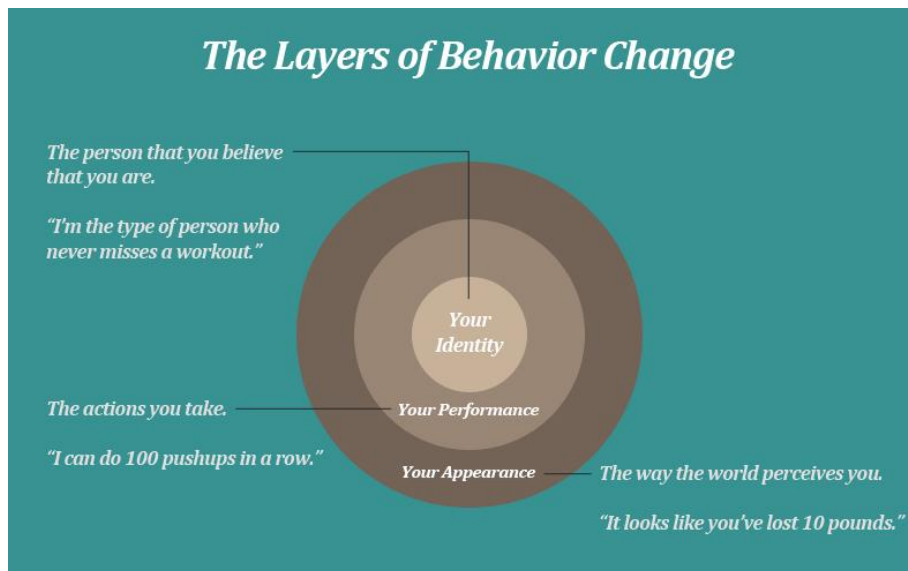
## Growth Mindset

Belief	Capabilities are primarily seen as inborn talents which are hardly changeable	Capabilities are seen as mutable by effort and effective learning strategies
Tendency	To try to appear as capable as much as possible	To try to learn and improve as much as possible
Challenges	Are avoided because, in case of failure, they can give an impression of lack of talent	Are embraced because you can learn from them and they can lead to growth
View on effort	Is seen as an indication of a lack of talent	Is seen as a normal and necessary step to growth
Response to adversity or failure	Is seen as an indication of a lack of talent, often leads to giving up early	Is seen as an indication that more effort and/or better strategies are needed
Response to criticism	Self-defeating defensiveness: own mistakes are not recognized and admitted	Inquisitive and interested, eager to learn and open to feedback and suggestions
View on success of others	Is seen as a threat because these other people might be viewed as more talented	Is seen as inspirational because lessons can be drawn from it for further learning
Impact on own development	Potential is under-utilized which is seen as a confirmation of one's own fixed mindset	Potential is developed which is a confirmation of one's own growth mindset
Effect on other people	Can impede cooperation, feedback, and growth	Can invite cooperation, feedback and tips and stimulate growth

Table 1. Differences between the fixed mindset and the growth mindset

## Recipe for Success

1. Hear your fixed mindset voice.
2. Acknowledge you have a choice
3. Decide the type of person you want to be.
4. Take action and prove it to yourself with small wins.



## Here are five examples of how you can make this work in real life.

Taken from <http://jamesclear.com/identity-based-habits>

Note: I cannot emphasize enough how important it is to start with incredibly small steps. The goal is not to achieve results at first, the goal is to become the type of person who can achieve those things.

For example, a person who works out consistently is the type of person who can become strong. Develop the identity of someone who works out first, and then move on to performance and appearance later.

Start small and trust that the results will come as you develop a new identity.

***Want to lose weight?***

Identity: Become the type of person who moves more every day.

Small win: Buy a pedometer. Walk 50 steps when you get home from work. Tomorrow, walk 100 steps. The day after that, 150 steps. If you do this 5 days per week and add 50 steps each day, then by the end of the year, you'll be walking over 10,000 steps per day.

***Want to become a better writer?***

Identity: Become the type of person who writes 1,000 words every day.

Small win: Write one paragraph each day this week.

***Want to become strong?***

Identity: Become the type of person who never misses a workout.

Small win: Do pushups every Monday, Wednesday, and Friday.

***Want to be a better friend?***

Identity: Become the type of person who always stays in touch.

Small win: Call one friend every Saturday. If you repeat the same people every 3 months, you'll stay close with 12 old friends throughout the year.

***Want to be taken seriously at work?***

Identity: become the type of person who is always on time.

Small win: Schedule meetings with an additional 15-minute gap between them so that you can go from meeting to meeting and always show up early.

## Phrases to use to build a growth mindset

Phrase for effort to inspire people to take on even harder tasks

- What did you struggle with today?
- How does it feel to get the results you wanted?
- What does that say about you?
- What does that tell you about your ability to change?
- Wow
- That's a big challenge
- Great question
- Tell me about it
- Show me more
- Sticking with it paid off
- How did you do that?
- How did you figure that out?
- I see that you \_\_\_. That looks like a lot of effort.
- How many ways did you try...
- Are you pleased with the results?
- **What did you learn?**
- What do you plan to do next?

## Focus on process not traits to encourage growth mindset

	Trait compliments	Process compliments
Example	"You are so smart!"	"You've done that well"
Effect on thinking	Evokes a fixed mindset	Evokes a growth mindset
Effect of feeling	Evokes a sense of pride and satisfaction	Evokes a sense of pride and satisfaction
Effect on behavior	Avoiding challenges Less effort Less endurance Defensive response to failure	Taking challenges More effort More effort Learning from mistakes

*Table 2. Differences between trait compliments and process compliments*

## Resources

- [Fixed or Growth Mindset](#)
  - [Powerpoint presentation](#) by Carol Dweck
  - [Growth mindset quotes](#)
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*"It's a funny thing... the more I practice, the luckier I get." ~Arnold Palmer*

*"Now, where's my tea and lemonade?"*

(okay, he didn't say that last part)