

Switching on your growth mindset

Staying Safe and Well Webinar Series



What is mindset?

"Mindset is a set of attitudes, assumptions, beliefs, and values held by one or more people or groups of people that influence how we interpret and respond to experiences".¹

- A mindset is a frame we look through to simply explain the impact of events (both good and bad) in the world we live in.
- Mindsets influence how we interpret success and failures.
- Mindsets happen mostly unconsciously.

Two types of mindset

Two distinct types of mindset:¹

- **Fixed mindset:** These individuals assume that our abilities and qualities are static and unchangeable, will avoid challenges, give up easily when confronted with obstacles, see effort as fruitless, are threatened by others success and ignore negative feedback.
- **Growth mindset:** These individuals have a desire to learn, thrive on challenge, view failure as an opportunity for growth, are resilient in the face of setbacks, are inspired by other success, believe effort is the path to mastery.

It's important to know that our mindset sits on along a continuum and can be changed and developed. We tend to possess both fixed and growth mindsets across different areas of our life.



Take a moment: Can you identify areas in your life where you have either a fixed and/or a growth mindset?

The value of a growth mindset

Research and applied practice have demonstrated that there are a range of personal, social and occupational benefits of growth mindsets. For example, a growth mindset leads to:

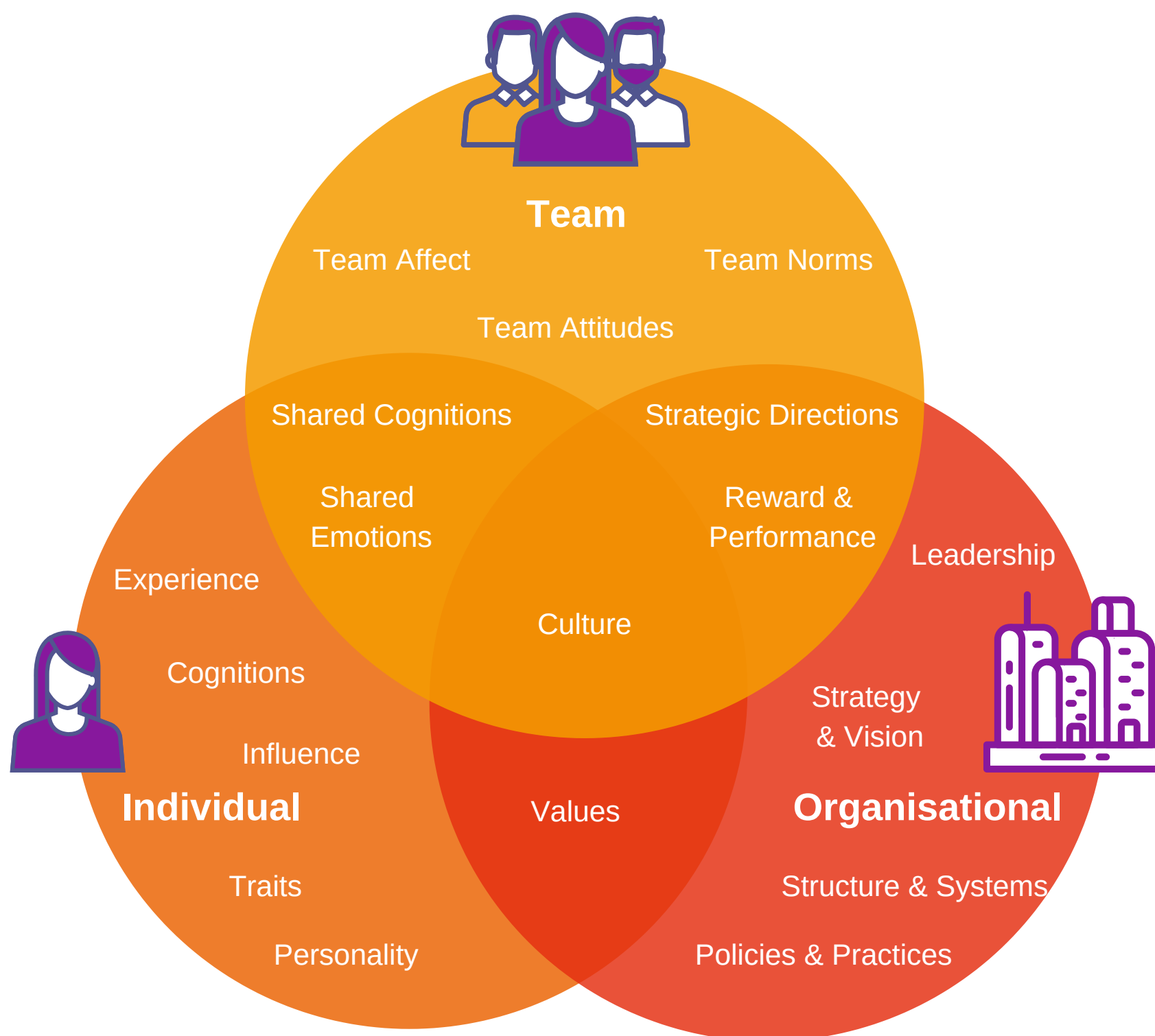
- Improved performance
- Increased effort
- Increased motivation
- Higher levels of satisfaction, trust, and engagement
- More innovation and collaboration

Take a moment: What value could becoming more growth minded play in an aspect of your life?

1. Dweck, C.S. (2006). Mindset. New York: Random House

What influences mindset

- Our past experiences have a significant influence on our mindset.
- Mindset (both fixed and growth) can develop from our experiences of adversity, challenge and even success.
- The key as adults to becoming more growth minded is to recognise your fixed mindset triggers.
- These tend to occur (mostly unconsciously) when we encounter experiences that cause us to feel defensive, threatened or insecure.



Take a moment: Can you identify any of your fixed mindset triggers?

Become more growth minded

1. Understand your fixed mindset triggers

- Determine the triggers that lead to a fixed mindset.
- Remember these are mostly unconscious but the clues are those times when you feel vulnerable, threatened, insecure, defensive or off-balance.

Activity - Find one of your fixed mindset triggers and explore ways to make it more growth minded - What could you say back to your fixed mindset trait or persona to help you become more growth minded?



2. Focus on the process of learning

- Pay greater attention to the learning process, not just the outcome of learning.
- Good process involves hard work, the use of good strategies and analysis, and access to resources - and knowing how this all connects to learning progress or success.

Activity - Look at something you have worked on recently. Rather than measuring your achievement by outcome, examine more closely the process you took.



3. See failure as an opportunity

- Reframe failure as an opportunity to learn - remember failure is just part of your learning curve.
- Reframe your experiences as not what you could have done – but what you will do differently next time/in the future.

Activity - Try failing something on purpose - what did you learn? E.g. baking a cake without following a recipe.



Become more growth minded (continued)

4. Cultivate a learning orientation

- Using the concept of 'neuroplasticity', you can re-wire your brain by creating new behavioural patterns.
- Reflect on how you 'learn to learn' and tap into what you enjoy most about learning.

Activity - Set yourself a new learning goal (and make it something a little challenging!)



5. Believe that change creates potential

- Remember that change is not only possible but that it also creates new potential.
- However, remember that in change we tend to worry more about what we may lose than what might be gained – these are called our perceived losses (our fixed mindset).

Activity - Identify what your default thinking about perceived loss(es) can be when it comes to change. Now reflect on times when you have grown/developed or benefited from change. How does this help you challenge your perceived losses and develop a more growth minded response to change?



6. Be persistent, passionate and purposeful

- Remember the three P's – Persistent, Passionate and Purposeful.
- Become clear on where and how you get the energy to apply your effort (persistence), connect to why learning and growing is important to you (passion) and know the difference this will make in your life, or the lives of others (purpose).

Activity - Find an area where you want to be more growth minded – plan for your three P's.



Useful resources

• Videos

'The power of believing that you can improve', Carol Dweck, TED Talk

'Neuroplasticity', Sentis Brain Animation Series, YouTube

'Famous failures', Motivating Success, YouTube

• Further reading -

'A growth mindset makes it easier to develop new interests', Harvard Business Review (2018)

'A growth mindset is essential for career success', Forbes (2019)

'How to boost your wellbeing - the benefits of a growth mindset', Psycholpaedia (2016)

