

4 STEPS TO DEVELOPING A GROWTH MINDSET



"I don't divide the world into the weak and the strong, or the successes and the failures... I divide the world into the **learners and nonlearners**." - Benjamin Barber

What is a Growth Mindset?

Scientists used to believe that the mind after a certain age, was fairly "fixed". However, findings in the last 20 years in "neuroplasticity" & "neurogenesis" have shown that in fact, our minds can continue to develop, adapt, and learn well beyond childhood



A belief that "[one's] basic qualities are things [they] can **cultivate** through [their] efforts, strategies, and help from others... everyone can **change and grow** through application and experience."

People with a growth mindset...



Desire to Learn and Become Better



Try Again Despite Setbacks



Are Willing to Try Different Ways



Know mastery takes effort



Learn From (and Seek) Feedback



Learn From and Get Inspired by Others' Success

>> GROW A GROWTH MINDSET <<

Learn to hear your fixed mindset "voice"

01

We all have some fixed mindsets. Being aware of it and its triggers (for you) is the first step. Below are three helpful ways to better recognize and acknowledge your fixed mindset "voice":



WHEN IT COMES:

You might hear it when you're: under pressure, thinking about a big challenge, struggling with something and keep hitting dead ends, when you feel like you have failed, or encounter someone who is better than you at something important to you.

WHAT IT TELLS YOU:

This voice tells you that you can't do something, that you shouldn't try. It will whisper that you are failure or that taking risk isn't worth it, because you might look stupid. It is your worst critic voice, that shouts that what you are in a moment of weakness, failure or doubt is all you can ever be.

HOW YOU FEEL:

A key way to recognize the voice is that it's messages will often make you defensive, angry, frustrated, or desirous to give-up. You may feel threatened, untalented, impatient, or afraid.

02

Recognize that you have a choice

You can decide how you interpret challenges, setbacks, and criticism. Even when it doesn't feel that way, you always have a choice! You can interpret these events with a fixed mindset as evidence that your talents or abilities are lacking and you will never be able to change that. Or you can see them with a growth mindset as indications that you need to change your approach, ramp up your effort, stretch yourself, and expand your abilities.

TEST THE POWER OF YET:

A good test, to determine whether you are using a fixed mindset, and to turn it into a growth one, is to use the power of "yet". When the voice tells you that you cannot do something, or won't be able to do something; when you hear something you haven't done or a challenge you have faced, add a "yet" to the sentence and it will reframe your thinking! For example, "I can't do quadratic equations... yet." or "I haven't reached my goal weight... yet". Yet is a powerful word!



Talk back to your fixed mindset with a growth mindset voice

03

When your fixed mindset voice chimes in limiting you, respond with what your growth mindset would say to give you back your power over what happens next

TAKE CONTROL BY TALKING BACK:

"Don't try, you may look like a failure!" "If I don't try, I'll never know what I can do."

"That's not my fault! They should have..."
"There was more I could have done, I need to learn from this."

"You can't do that! You just aren't good at..."
"I can't do it YET! But I can be good at it if I try."

"Who are you to criticize me? You don't know me!"
"This feedback is coming from a good place, I can learn from his experience."

04

Take the growth mindset action

Take action on what your fixed mindset tells you! Whether that means trying again, asking for help, trying a new approach, embracing a challenge, or seeing feedback as a gift. There is always something more you can do or a way to reframe the situation to allow you to grow.

TAKE ACTION:

1. **Ask:** Ask yourself what your fixed mindset would tell you to do. Or ask "What are my opportunities for learning and growth today?"
2. **Form a plan:** Ask, "When, where, and how will I move forward or take action? What will I do to learn from this or how will I do it differently next time?"
3. **Make long term change:** As you succeed, ask yourself, "What do I need to do to maintain and continue my growth?"



Test Your Mindset  <https://goo.gl/s9hEPG>