

MINDSET

**“The view you adopt for yourself profoundly affects the way you lead your life. It can determine whether you become the person you want to be and whether you accomplish the things you value.”
- Dweck**



FIXED MINDSET

A fixed mindset means we believe that our skills, intelligence, general qualities, and talents are fixed traits and cannot be changed. This attitude can often result in resistance to learning or attempts to improve our skills.

A person with a fixed mindset might say...

“I believe that my [intelligence, personality, character, skills] is inherent and static. Locked-down or fixed. My potential is determined at birth. It doesn't change.”



GROWTH MINDSET

A growth mindset means we believe that our skills, talents and general qualities have the capacity to grow and can be improved by hard work and persistence.

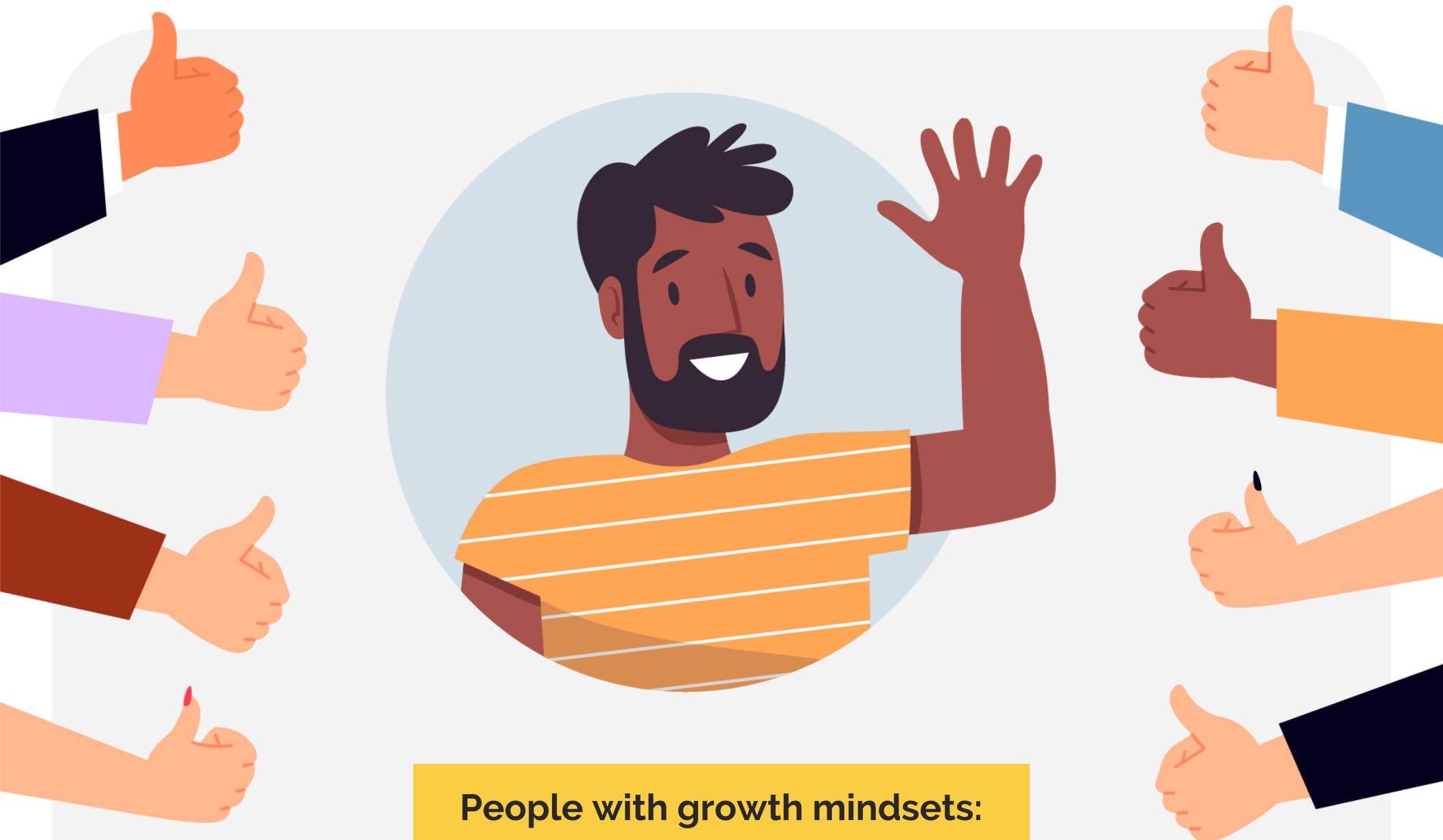
This mindset results in a positive attitude towards both learning and critical feedback. People with a growth mindset are also generally more open to trying new things.

A person with a growth mindset might say...



“I believe that my [intelligence, personality, character] can be continually developed. My true potential is unknown and unknowable.”

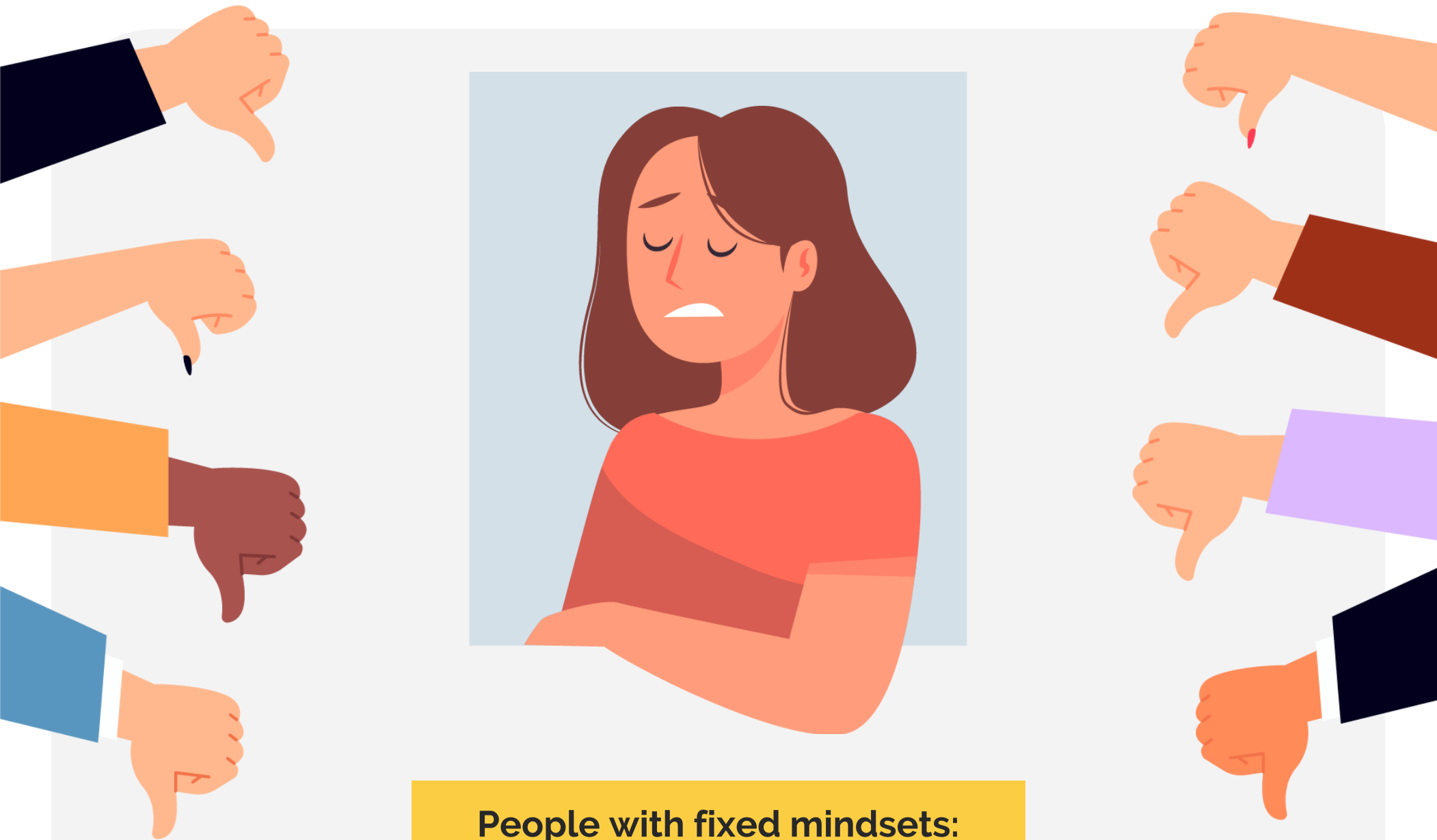
GROWTH MINDSET



People with growth mindsets:

- Believes intelligence & talents can be developed
- Believes effort is a path to growth
- Believes mistakes are part of learning
- Views failure as an opportunity
- Believes failure is temporary
- Embraces challenges
- Welcomes feedback
- Is inspired by success of others

FIXED MINDSET



People with fixed mindsets:

- Believes intelligence & talent are fixed
- Feels threatened by others success
- Believes failure defines who they are
- Views feedback as personal criticism
- Hides flaws
- Avoids challenges
- Ignores feedback
- Believes effort is fruitless

STRATEGIES TO DEVELOP A GROWTH MINDSET

1

Acknowledge & Embrace Your Weaknesses (& Strengths)

Be honest with yourself about your weaknesses as well as your strengths. Ask your friends and family for feedback, as they can offer you a different point of view and give you a perspective on what to focus on.

Create good habits around both your weaknesses and strengths. Take small steps every day that will help you move towards your goals.

2

View Challenges as Opportunities

If you are afraid to take on a new challenge, then stop and reframe the situation in your mind in order to shift the perspective. Consider new challenges as opportunities and new experiences that you can learn from and grow. Think of different ways you can approach the challenge and remember that fear is only natural.

STRATEGIES TO DEVELOP A GROWTH MINDSET

3

Choose the Right Habits & Learning Strategies

Everyone is different, so it is important that you choose strategies that are right for you and your current abilities. If you are able to identify the best habits and learning strategies for you, then you can optimise the time needed to reach your end goal. The right level and intensity will also feel like you are making faster progress.

4

Focus on the process not the end result.

It is the journey that matters and it is important to enjoy it and make the most out of it. Think of all the unexpected lessons and experiences you may encounter during the way to your goal. Fully engage and put effort in the process. Focusing on the process will improve the results you aim for.

STRATEGIES TO DEVELOP A GROWTH MINDSET

5

**Reward your efforts
& actions**

Acknowledge the small wins on a daily basis and be proud of them.
Share them with your family and friends.
Every effort and action you make is taking you closer to your goal.

6

**Set realistic goals
& timeframes**

Be aware that change and achieving your goals takes time, sometimes a lot of time, there are no shortcuts.
It may take many different methods of learning or techniques until you are able to master a new skill or move swiftly towards your set goal.

QUESTIONS TO ACTIVATE A GROWTH MINDSET

- What can I learn from this?
- What steps can I take to help me succeed?
- Do I know the outcome or goal I'm after?
- What information can I gather? And from where?
- Where can I get constructive feedback?
- If I had a plan to be successful at [blank], what might it look like?
- When will I follow through on my plan?
- Where will I follow through on my plan?
- How will I follow through on my plan?
- What did I learn today?
- What mistake did I make that taught me something?
- Is my current learning strategy working? If not, how can I change it?
- What did I try hard at today?
- What habits must I develop to continue the gains I've achieved?

