

HOW TO DEVELOP A GROWTH MINDSET

FIXED

VS

GROWTH



Fixed mindset is limiting

Believes that talent and intelligence is static

Gives up easily and believes that they are not smart enough to do it

Leads to negative thinking during failures and believe they cannot bounce back

Believes learning is complete and not required any further

Believes putting in effort is worthless

Ignores relevant feedback from others and does not consider it useful

Avoid challenges to avoid failure

Feels threatened by the success of others

Focus on the outcome since they consider results as their identity

Can lead to cheating & deception



Growth mindset is freedom

Believes that intelligence and talent can be improved

Recognizes that setbacks are a necessary part of the learning process

Allows people to bounce back by increasing motivational effort

Puts in more effort to learn

Believes effort leads to mastery

Views feedback as a source of information and learns from it

Willingly embraces challenges

Views others success as a source of inspiration

Focus on the process & learning without worrying about the outcome

Leads to collaboration & innovation

6

Effective strategies to shift fixed mindset to a growth mindset



1 Realize that, scientifically, you can improve

The most powerful tool that a human being possesses is their brain. The mind can be trained by undertaking new challenges and by stretching the boundaries of one's learning. Continuous learning leads to increased knowledge, which in turn helps each individual grow and improve themselves. This is the foundation of building a growth mindset.

3 Accept Failure as Part of Process

One of the key aspects of shifting from a fixed to a growth mindset is to allow for continuous learning, which leads to trying new things, treading on unknown territory and that in turn leads to initial confusion, setbacks and often failures. Like the saying goes: Failures are stepping stones to success, accept failure as part of the learning process and grow.

5 Accept Failure as part of the Process



The biggest contributing factor to growth is learning. Learning leads to trying new things, things that we have never done before, and this in-turn leads to making mistakes, encountering failures while trying to do things in a different way. In Henry Ford's words: The only real mistake is the one from which we learn nothing, This demonstrates how failures are positive opportunities to learn, improve and grow. The transformation from a fixed mindset to a growth mindset will encounter many failures in the interim. However, like the saying goes: Failures are stepping stones for success and one should enjoy the discovery process along the way and not get bogged down by initial failures.

2 Reward the Process



This might surprise you but rewarding a person for their excellent work and outcomes is against a growth mindset. According to a survey by Dr. Carol Dweck - psychology expert from Stanford University, rewarding the process over the outcome significantly improved performance of individuals participating in a math game. In order to develop a growth mindset you will need to start recognizing and rewarding the process that led to the outstanding outcome.

4 Get Feedback

One of the most important facets of developing a growth mindset is to get constant and constructive feedback from your peers, mentors, colleagues and folks who have insight into your activities both at work and outside of work. This helps individuals feel motivated when they hear others laud the good work they have done or are currently doing and charges them up to do better. It also helps individuals focus on the key areas that have been identified for them to improve upon. Feedback is a powerful tool and helps promote a growth mindset.

6 Get out of your Comfort Zone

Unshackling yourself from your comfort zone is a major contributing factor towards fostering a growth mindset. When a challenge comes along, choose the harder option as that will help you step outside from your comfort zone and make your learn and grow. It is very important to have an open mind and the willingness to take a challenge head-on in order for us to transform to a growth mindset.

How can you promote a growth mindset?

Do not praise intelligence. Their intelligence and current abilities cannot be a sign of what they can and can't do.

Establish vulnerability not as a sign of weakness, but a powerful mechanism to realise their full potential.

Provide them with Goldilocks tasks just above their current abilities to enable them to realize benefits of hard work and consistent effort.

Do not engage in false praise. Effort that leads to no progress should not be praised. Disappointment should lead to a burning desire to do better. It should be a signal to try a different strategy.

Recognise and appreciate process, engagement, strategies, perseverance, effort and progress. These are strong indicators of their desire to learn and grow.

Encourage them to make the right choice of words e.g. shift from "I don't know" to "I don't know yet". Simply believing that they can do it will open up their mind to seek solutions that did not seem possible earlier.