

HOW TO DEVELOP

GROWTH MINDSET



static

Believes that talent and intelligence is

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

required any further

Believes putting in effort is worthless

does not consider it useful

Believes learning is complete and not

Ignores relevant feedback from others and

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

and learns from it

Views feedback as a source of information

Views others success as a source of

inspiration

Willingly embraces challenges

Focus on the process & learning without

worrying about the outcome

Leads to collaboration & innovation

by

mindset to a growth mindset

and

Effective strategies to shift fixed



The most powerful tool that a human being

you can improve

Realize that, scientifically,

possesses is their brain. The mind can be trained

undertaking new challenges

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. Accept Failure as Part of

One of the key aspects of shifting from a fixed to

leads to initial confusion, setbacks and often

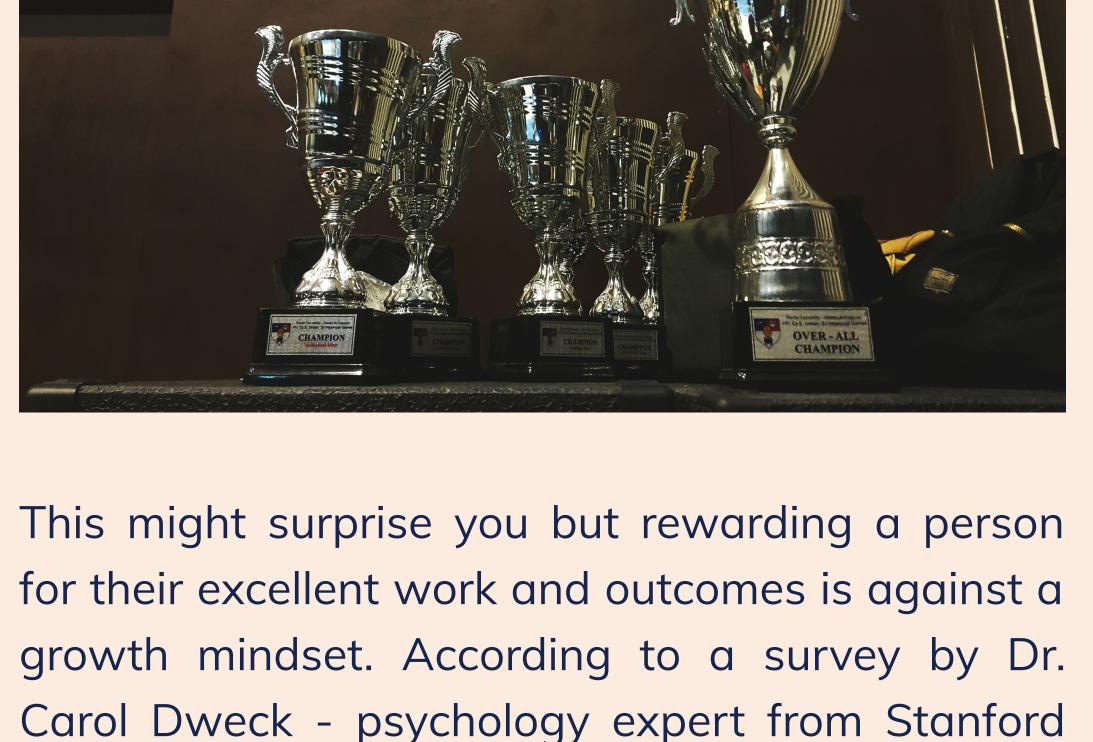
failures. Like the saying goes: Failures are

a growth mindset is to allow for continuous learning, which leads to trying new things, treading on unknown territory and that in turn

Process

stepping stones to success, accept failure as part of the learning process and grow. Accept Failure as part of

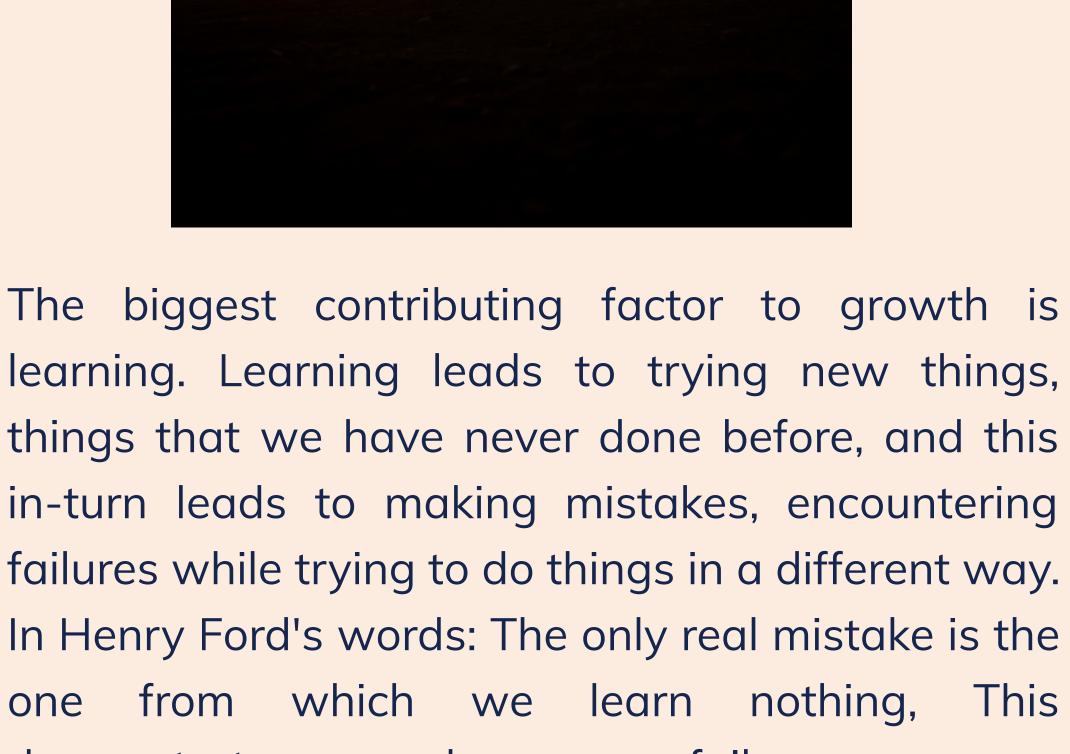
Reward the Process



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. Get Feedback

One of the most important facets of developing a

the Process



failures demonstrates how 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. Establish vulnerability Do not praise not as a sign of intelligence. Their intelligence and current weakness, but a abilities cannot be a sign powerful mechanism to

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. Get out of your Comfort 6 Zone

This

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

Unshackling yourself from your comfort zone is a

major contributing factor towards fostering a

an open mind and the willingness to take a challenge head-on in order for us to transform to a growth mindset. Provide them with Goldilocks tasks just

above their current

abilities to enable them to

realize benefits of hard

of what they can and can't do.

Do not engage in false

praise. Effort that leads to

no progress should not be

praised. Disappointment

should lead to a burning

should be a signal to try a

desire to do better. It

different strategy.

work and consistent effort. How can you promote a

rowth mindset? Recognise and

realise their full potential.

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.

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