

MINDSETS

UNDERSTANDING FIXED AND GROWTH MINDSET RESPONSES

why we respond the way we do

BY JAMES ANDERSON



The Fixed Mindset is a belief that your basic abilities are fixed & unchangeable. Who you are is who you are, so get use to it!

BECAUSE OF THIS THE FIXED MINDSET RESPONSE IS TO:



The Growth Mindset is the understanding that you can change your basic abilities by working in effective ways. Who you become is a result of your own efforts.

BECAUSE OF THIS THE GROWTH MINDSET RESPONSE IS TO:

When....

FACED WITH CHALLENGES

AVOID

I don't take risks that could show up potential deficiencies. I might even consider cheating to cover up deficiencies, if forced to take the challenge.



EMBRACE

Even if I can't do it, at least there's something I'll be able to learn from the experience.

SEEING THE SUCCESS OF OTHERS

FEEL THREATENED

The success and abilities of others highlights what I can't, and won't be able, to do.



CELEBRATE

This shows me what can be achieved. Successful people are there to learn from.

ENCOUNTERING DIFFICULTY

GIVE UP

To continue would be a waste of time. If I can't do it, I can't do it. There's no point wasting time trying.



PERSIST

It's not meant to be easy. I'm only learning when it's hard!

RECEIVING FEEDBACK AND CRITICISM

IGNORE IT

It just points out all the things I can't do and it feels like a personal attack.



LEARN FROM IT

Other people know things I don't know and I can learn from them.

APPLYING EFFORT

BAD THING

If I can, then it should be easy. Needing to put in effort is a sure sign I'm not (naturally) good at it.



GOOD THING

No one can just "do". Effort is what will change my brain so I can do something new!

OFFERED HELP & SUPPORT

TURN IT DOWN

Needing help just shows up all the things I can't do. I'd rather keep that a secret.



ACCEPT

If I can't do something, seeking support is one of the learning strategies I can use.

MAKING MISTAKES

HIDE OR IGNORE THEM

Mistakes show up my failings. I don't want to know about them, and I certainly don't want others to know about them.



LEARN FROM THEM

I'm going to make mistakes if I'm truly challenging myself. Mistakes tell me what I still have to learn and give me useful information.



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Based on: Mindset: The New Psychology of Success, by Carol S. Dweck.