

# Developing a Growth Mindset



# Quick Survey

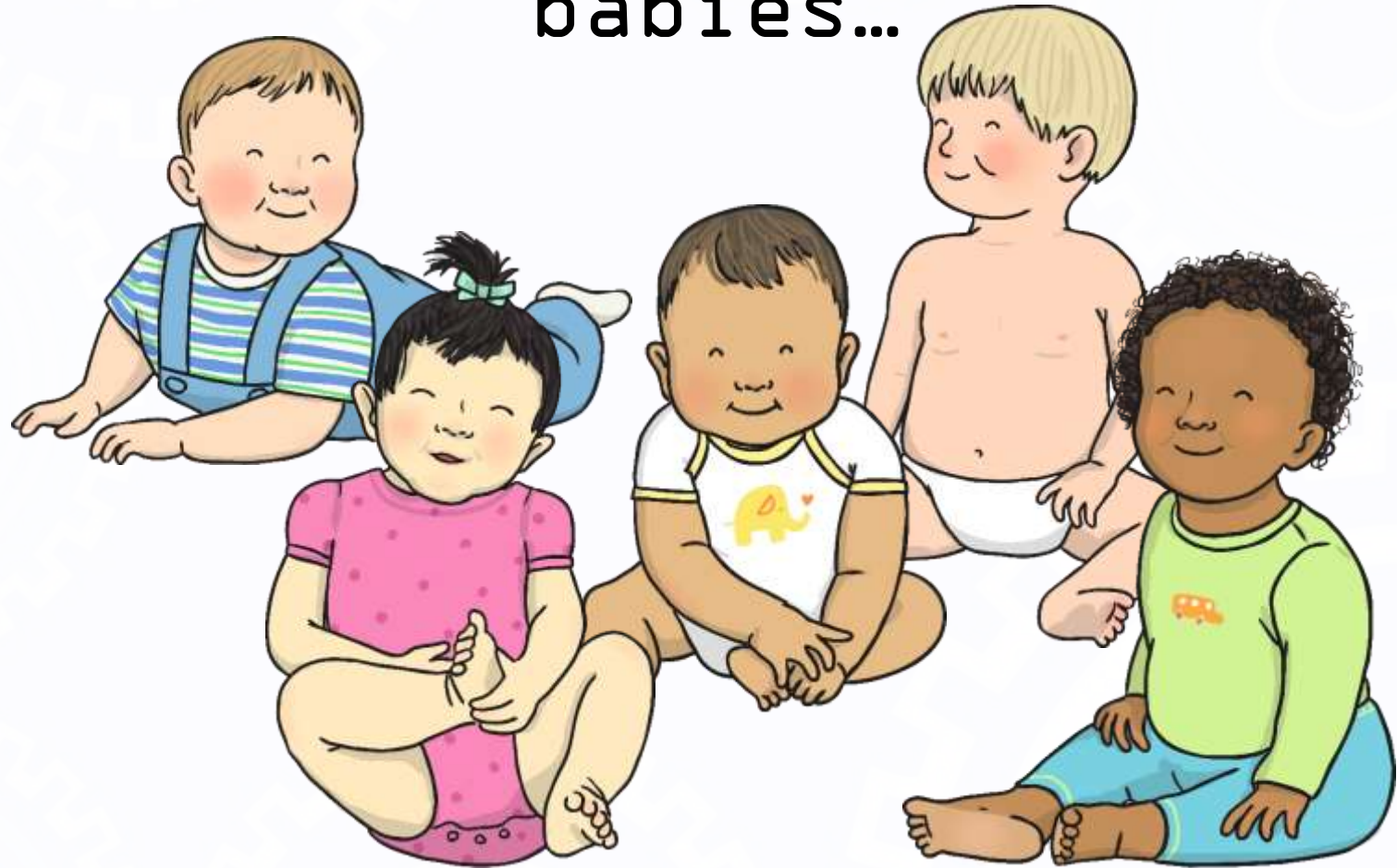
How many of you have ...

no previous exposure to mindset research?

some familiarity with this topic?

a great deal of familiarity with it?

We don't see unmotivated  
babies...



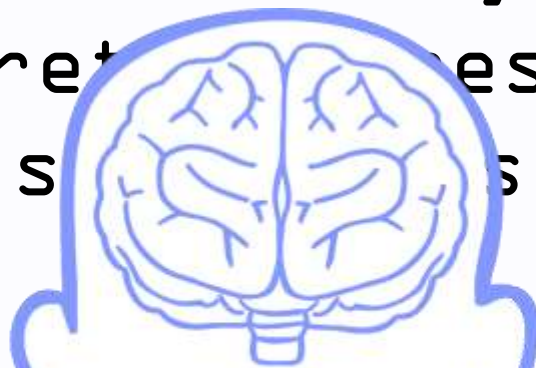
What happens?





# What Is Mindset?

A mental attitude that determines how you will interpret and respond to situations.



# Yesterday's Theory: We Are Born with Fixed Intelligence

No matter how much you learn  
or how hard you work, your  
intelligence stays the same!

Alfred Binet was a French  
psychologist who invented  
the first practical  
intelligence test, the  
Binet-Simon scale. His main  
goal was to identify  
students who needed special  
help in coping with the  
school curriculum.

**Left:** Alfred Binet (1857-  
1911) Invented the first  
useable IQ test.



# Today's Theory: Mindset Matters

The distinguishing feature of geniuses is their passion and dedication to their craft, and particularly, the way in which they identify, confront, and take pains to remedy their weaknesses (Good, Rattan, & Dweck, 2008).

**In other words...**

It's not what you are born with that matters; it's your

**Fixed Mindset:** Intelligence is a fixed trait.

**Growth Mindset:** Intelligence is a quality that can be changed and developed.

**Whose idea was this?**

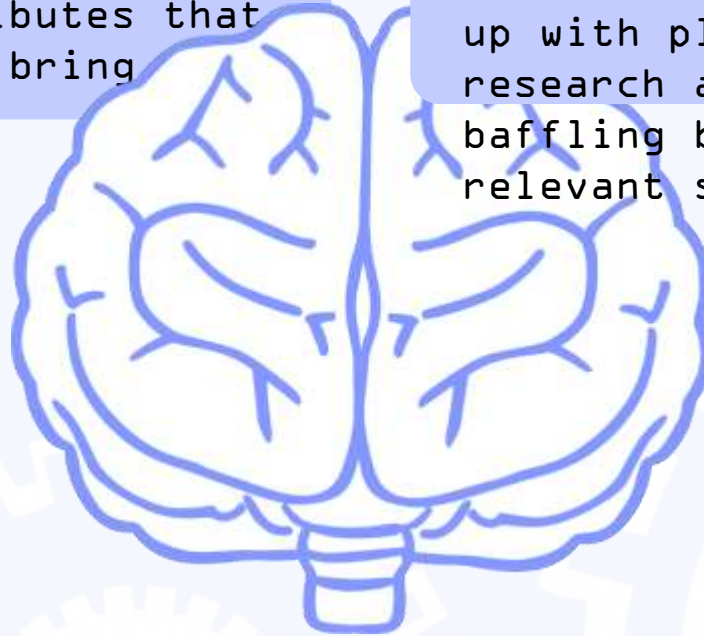
If you want to find out much, much more Google **Carol Dweck**, professor of Psychology at Stanford University.

# The Brain Is Malleable

The brain is like a muscle that gets stronger and works better the more it is exercised. Every time you work hard, stretch yourself and

Too often we all believe the brain is static, leading us to think talent and giftedness are permanent, unchanging personal attributes that automatically bring success.

learn something new your brain forms new connections and over time you actually become smarter. This is backed up with plenty of research and lots of baffling but very relevant science!





# Steps to Developing A Growth Mindset

**Step 1**  
Learn, learn,  
learn.

**Step 2**  
Realise hard  
work is key.

**Step 3**  
Face setbacks.



# Mindset Step 1: Learn, Learn, Learn

## Fixed Mindset

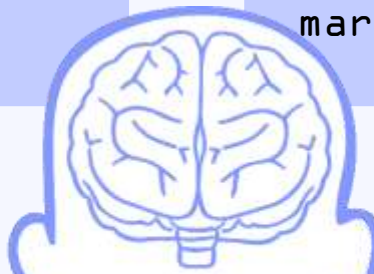
Look intelligent at all costs.

"The main thing I want to do is to show others how good I am."

## Growth Mindset

Learn, learn, learn.

"It's much more important for me to learn than to get top marks."



# Mindset Step 2:

## Realise Hard Work Is Key

### Fixed Mindset

Learning should come naturally.

"When I have to work really hard in a subject, I don't feel very smart."

### Growth Mindset

Putting a lot of effort into learning and working hard is key.

"The harder I have to work at something, the more effort I put into something, the better I'll be at it."

# Mindset Step 3: Face Setbacks

## **Fixed Mindset**

Hide mistakes and conceal deficiencies, retreat, blame others, act superior.

"I'd spend less time on this subject from now on."

"I would choose to not try this subject ever again."

"I would try to cheat on the next test."

## **Growth Mindset**

Capitalise on mistakes and confront deficiencies.

"I would work harder in class from now on."

"I would spend more time studying for the test."





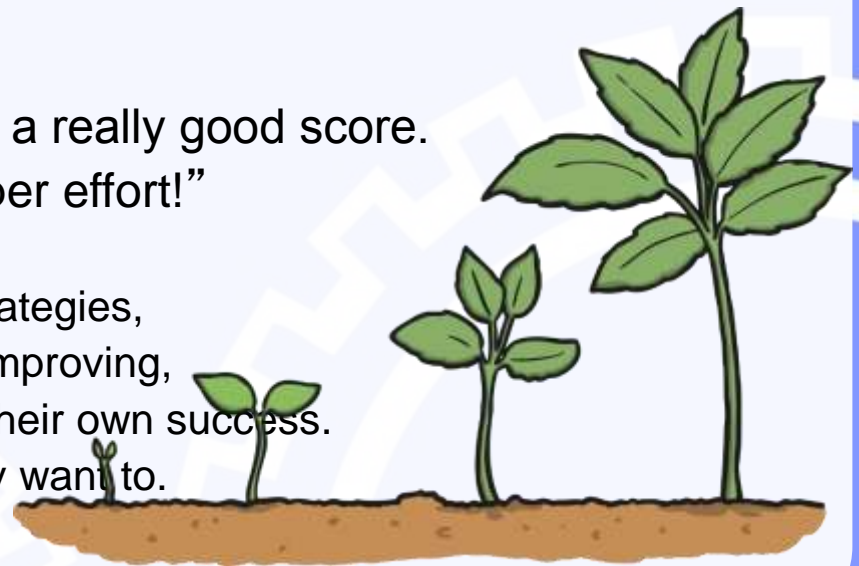
# Praise effort not intelligence

**Control Group:** “Wow, that’s a really good score.”

**Intelligence Praise:** “Wow, that’s a really good score. You must be clever at this. Clever clogs!”

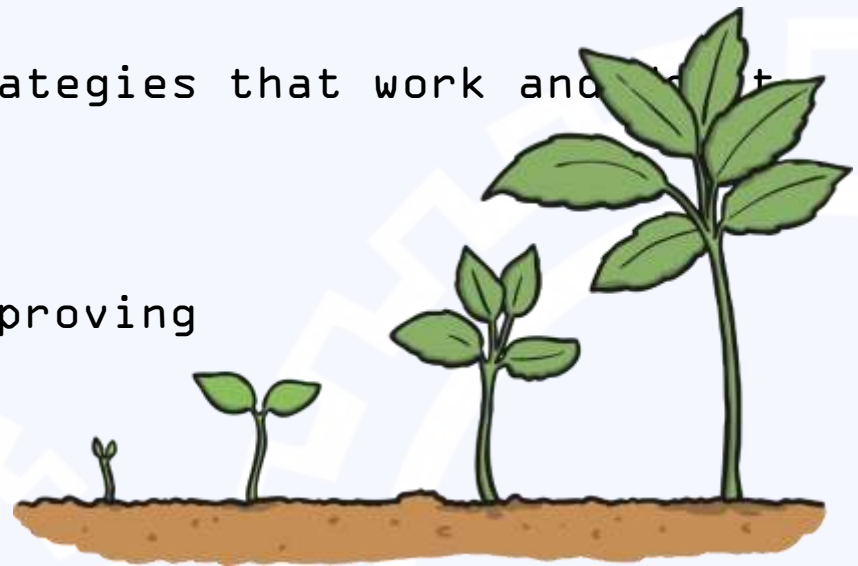
**Effort (Process) Praise:** “Wow, that’s a really good score. You must have tried really hard. Super effort!”

By using praise that focuses on effort, strategies, and seeking help as the mechanism for improving, The learner retain a sense of control for their own success. They can make choices to improve if they want to. If they are given messages that suggest success is dependent on ‘natural ability’ then it robs them of control over improving.



# Our children need to ...

- Focus on effort, struggle and persist despite setbacks  
(CPR: Curiosity, Perseverance and Resilience)
- Choose difficult tasks
- Focus on strategies
- Reflect on different strategies that work and don't work
- Focus on learning and improving
- Seek challenges
- Work hard



# Growth Mindset Ta

- I can learn anything I want to
- When I'm frustrated, I persevere
- I want to challenge myself
- When I make a mistake, I learn
- I learn from feedback and follow advice
- I like to be told that I'm trying hard
- If you succeed, I'm inspired
- My effort and attitude determine everything



And the most important  
thing is to turn

I can't do this into I can't



# The Growth Mindset:

"People believe... their talents and abilities can be developed through passion, education, and persistence.

For them...it's about a commitment to learning—taking informed risks and learning from the results, surrounding yourself with people who will challenge you to grow, looking frankly at your deficiencies and seeking to remedy them."

--Carol Dweck

At Frieth CEC we are embracing Growth Mindset in many ways.

Join in with us!



# Which Mindset Are You?

Something to take home and think about.

# Briefly to what extent do you agree or disagree with these statements?

Strongly Agree	Agree	Disagree	Strongly Disagree
1.	Intelligence is something people are born with that can't be changed.		
2.	No matter how intelligent you are, you can always be more intelligent.		
3.	You can always substantially change how intelligent you are.		
4.	You are a certain kind of person, and there is not much that can be done to really change that.		
5.	You can always change basic things about the kind of person you are.		
6.	Musical talent can be learned by anyone.		
7.	Only a few people will be truly good at sports - you have to be "born with it."		
8.	Maths is much easier to learn if you are male or maybe come from a culture which values maths.		

Strongly Agree

Agree

Disagree

Strongly Disagree

9. The harder you work at something, the better you will be at it.

10 No matter what kind of person you are, you can always change

11 Trying new things is stressful for me and I avoid it.

12 Some people are good and kind, and some are not - it's not often

13 I appreciate when I receive feedback about my performance.

14 I often get angry when I get negative feedback about my

15 All human beings are capable of learning.

16 You can learn new things, but you can't really change how

17 You can do things differently, but the important parts of who

Strongly Agree

Agree

Disagree

Strongly Disagree

18 Human beings are basically good, but sometimes make terrible

19 One important reason I do my work is that I like to learn new

20 Truly smart people do not need to try hard.



# Answer Key

1. ability mindset: fixed

2. ability mindset: growth

3. ability mindset: growth

4. personality/character mindset:

5. personality/character mindset:

6. ability mindset: growth

7. ability mindset: fixed

8. ability mindset: fixed

9. ability mindset: growth

10 personality/character mindset:

11 ability mindset: fixed

12 personality/character

13 ability mindset: growth

14 ability mindset: fixed

15 ability mindset: growth

16 ability mindset: fixed

17 personality/character

18 personality/character

19 ability mindset: growth

20 ability mindset: fixed