

## Mindset

Developing and encouraging a growth mindset is essential to lifelong learning. One's mental health and success is influenced by having a growth mindset.

Growth mindset challenges the idea that working hard and putting forth effort equals success. It is not about intelligence. It is about how one approaches situations.

### What is fixed vs. growth mindset?

People with a fixed mindset believe their skills and abilities are innate. In other words, you are born with your abilities and intelligence. It is about a list of accomplishments rather than developing abilities.

Individuals with a growth mindset believe you can develop skills and abilities. The process of learning is praised and highlighted rather than the end result.

Having a growth mindset is something to strive for in all aspects of life. Many times we fluctuate between having growth and fix mindsets depending on the task at hand.

Here are some techniques to help encourage a growth mindset:

- Look at how effort now will help individuals reach larger goals.
- Focus on the process that leads to learning rather than the grade or end result.
- Encourage trying new strategies in the face of challenges.
- Instead of comparing individuals to others ask what can be learned from others
- Focus on action verses taking feedback personally. This requires the person to recognize mistakes and improve from them. Ask "what can be done differently next time?"
- Give praise when appropriate. Praising individuals just for effort does not help in the long run. Focus on the techniques and the specifics of what they tried and help individuals work through the next step/methods to try next time.
- Look at mistakes or problems as opportunities.
- Talk positively about making mistakes. Share examples of failures which led to future learning and/or success.
- Embrace the word "yet". Many times adding this word to the end of statements changes them from a fixed to a growth mindset.
  - Ex. "I can't do this" vs. "I can't do this, yet"

This information was taken from the book *Mindset: The New Psychology of Success* by Dr. Carol Dweck.