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# TOOLS FOR DEVELOPING A GROWTH MINDSET

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# Presentation Overview

- What is growth mindset?
- Self- Assessment
- Tools for developing a growth mindset in yourself
- Tools for developing a growth mindset in your staff

# The Only Constant is Change

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C:\> Command Prompt  
C:\Users\renecintron>It is estimated that  
4 exabytes of unique information will be  
generated this year. That is more than t  
he previous 5,000 years.
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Thu, Jul 16 1992, 9:20 AM

The first commercial text was sent in 1992.

Thursday 9:22 AM

Today the total messages sent and received in one day exceeds the population of the planet.



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# Climbing

**"You cannot be the same, think the same, and act the same if you hope to be successful in a world that does not remain the same."** JOHN C. MAXWELL

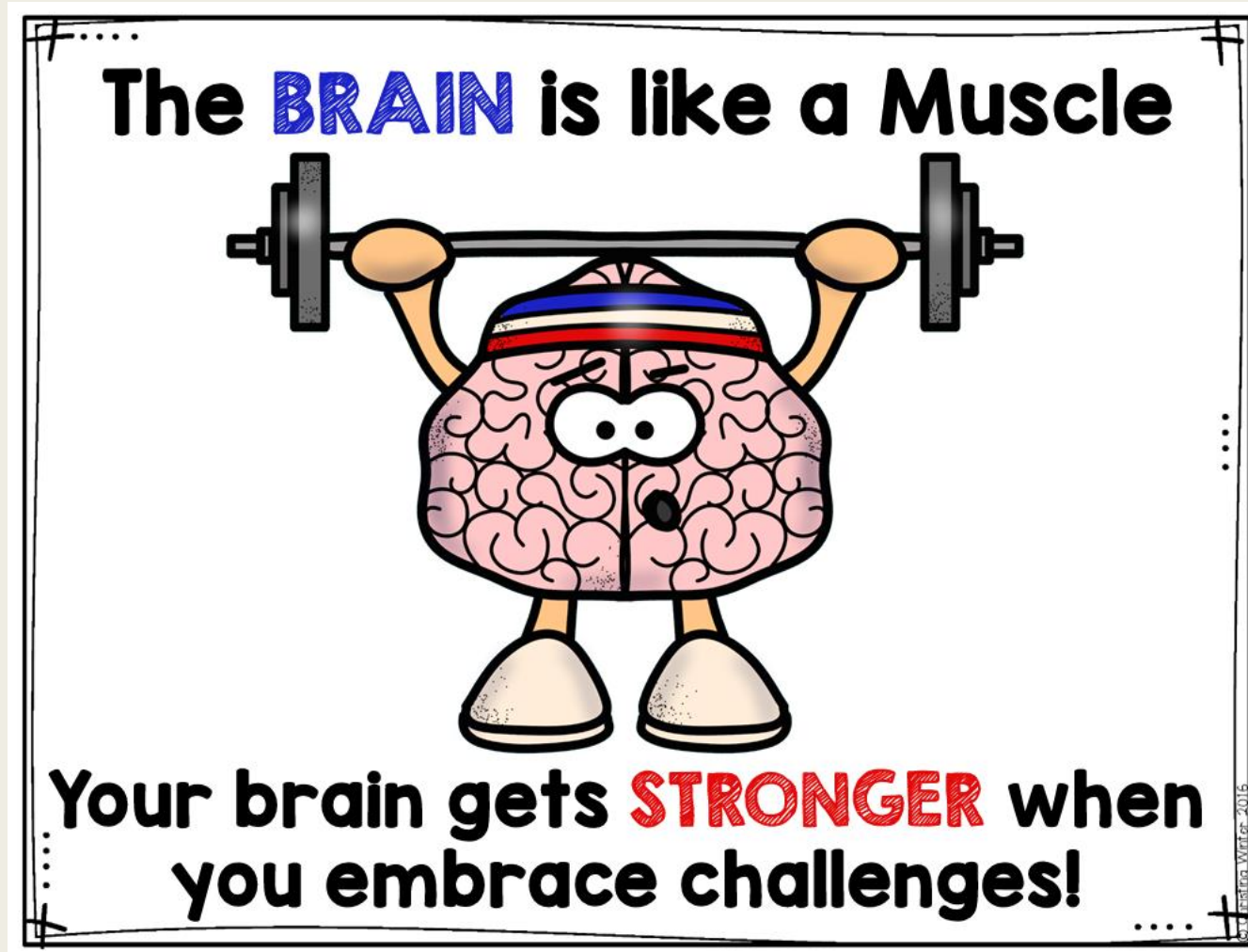
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WHAT IS GROWTH  
MINDSET?

# What is Growth Mindset?

The understanding that abilities and intelligence can be developed- Dr. Carol Dweck (2015)



# How do we know growth mindset matters?

- Dweck's research on children

- *Assessed whether students with identical achievement scores at the beginning of 7<sup>th</sup> grade had fixed or growth mindsets*
- *Fixed mindset students were focused on grades. Growth mindset students said learning was more important than getting good grades*
- *Math grades rose dramatically in the growth mindset group as compared to the fixed mindset group*

*Fixed Mindset: Look smart at all costs!*

*Growth Mindset: Learn, learn, learn!*

# How do we know growth mindset matters?

- Dweck's research on children
  - *4<sup>th</sup> grade students were test in a lab with electrode cap to measure brain activity.*
  - *Students were asked a series of challenging questions on a computer*
  - *After answering, they waited a second to see if they got the answer right or wrong. After another second, they learned what the correct answer was.*
  - *Fixed mindset students' brainwaves indicated stronger attention on being right or wrong*
  - *Growth mindset students' brainwaves indicated stronger attention on the correct answer*

*Fixed Mindset: Hide mistakes and conceal deficiencies.*

*Growth Mindset: Confront deficiencies. Capitalize on mistakes.*

# How do we know growth mindset matters?

- Dweck's research on adults

- *Studied pre-med students*
- *Fixed mindset students thought their ability would carry them along; if they did poorly, they lost confidence*
- *Growth mindset students were concerned about learning the material; if they did poorly, they worked harder*
- *Growth mindset students had higher final grades in organic chemistry, the most difficult course in the program*

*Fixed Mindset: It should come naturally. If I have to work hard, it's not for me.*

*Growth Mindset: Work hard. Effort is key!*



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# SELF-ASSESSMENT

# From Social Science to Hard Science: This stuff is for real!



<https://www.youtube.com/watch?v=LNHBMFCzznE&t=19s>

# Tools for Developing a Personal Growth Mindset

- Personal story where we had a fixed mindset and where we had a growth mindset
- Attendee Exercise:
  - *Pick a personal or professional challenge you are currently facing*

# Tools for Developing a Growth Mindset Among Your Work Team

- Strategy that used to develop a growth mindset among our teams
- Strategies
  - *Learning goals over performance goals*
  - *“What did we/you learn?”*
- Attendee exercise: What is an action item to implement in your life?

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