

# GROWTH MINDSET–FIXED MINDSET

Enhance your success by changing your mindset



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**Define tomorrow.**



# OBJECTIVES

- Understanding what a mindset is and how attitudes and beliefs influence mindset
- Identifying your dominant mindset
- Understanding the difference between a fixed mindset and a growth mindset
- Develop insight into how you can unlock your potential by cultivating a growth mindset
- Introduce you to the power of Yet and “not yet”

# LET'S TAKE A LOOK AT THE DIFFERENCE BETWEEN THE TWO MINDSETS

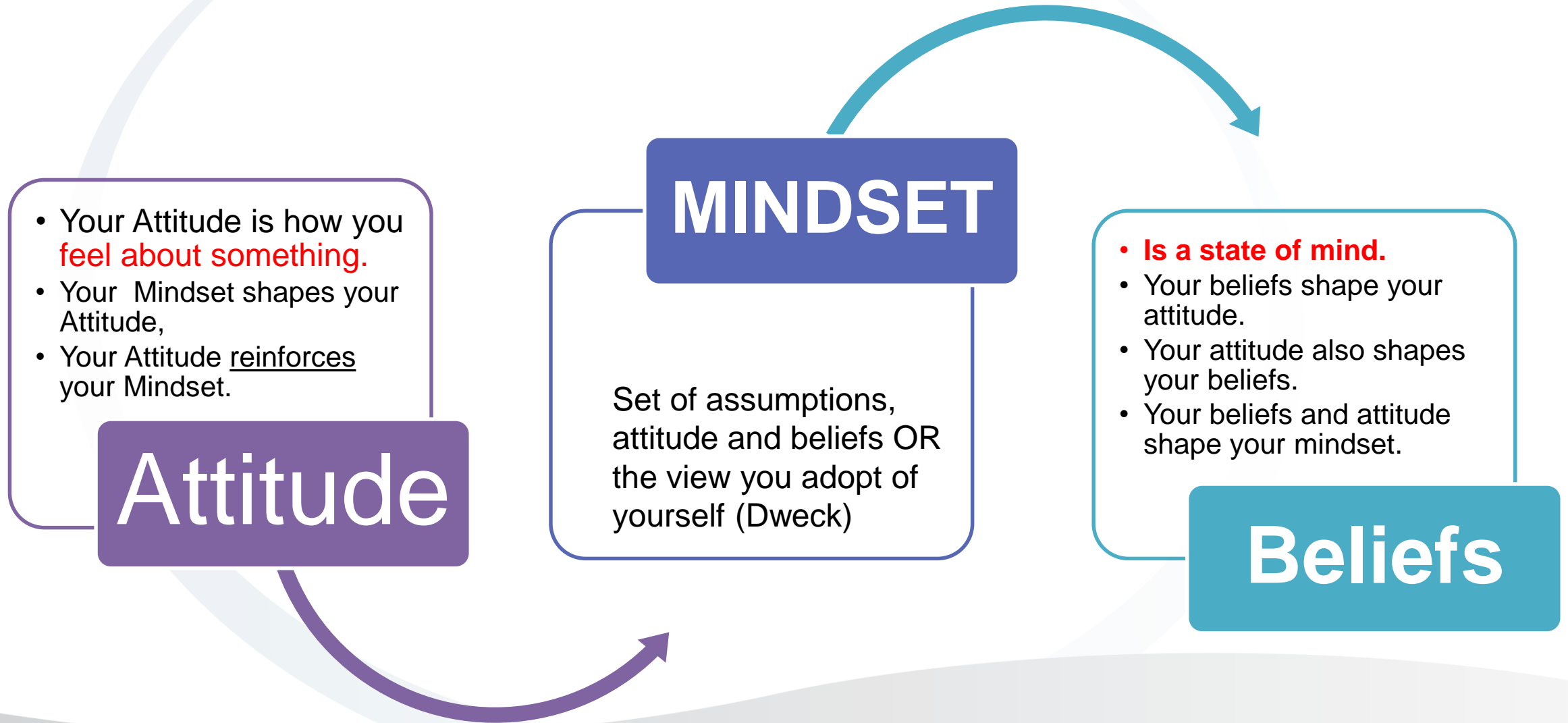




# INTRODUCTION: WHAT IS A MINDSET?

- A mindset is an attitude, set of assumptions or beliefs
- Mindset influences how we think about ability, basic intelligence, and talent
- Our **MINDSET** impacts how we make sense of the world, ourselves/other/situations or our experiences
- Mindsets are just beliefs (both conscious and unconscious) –Powerful BUT can be changed with proper training and development.
- intelligence, personality and talents are linked to mindset
- It also helps to understand **Attitudes** and **Beliefs** and how these are related to mindset (Dweck, 2006)

# Attitudes & Beliefs and its influence on mindset



**“ ATTITUDE  
IS A LITTLE  
THING  
THAT MAKES A  
BIG  
DIFFERENCE ”**

Could my attitude  
be my biggest down  
fall?

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**Shifting of the mind**

**Take a minute.**

**Think about your intelligence, your talents, your personality...**

- Do you think YOUR qualities are fixed traits, carved in stone and that's that?
- Or do you think they are things you can cultivate throughout your life?

Do you have a FIXED or GROWTH mindset?

# MINDSET QUIZ

1. Using the likert scale, circle the number for each question which best describes you
2. Total and record your score when you have completed the 10 questions
3. Using the SCORE chart, record your mindset

STATEMENT	Strongly Agree	Agree	Disagree	Strongly Disagree
1. Your intelligence is something very basic about you that you can't change very much	0	1	2	3
2. No matter how much intelligence you have, you can always change it quite a bit	3	2	1	0
3. Only a few people will be truly good at sports, you have to be born with the ability	0	1	2	3
4. The harder you work at something, the better you will be	3	2	1	0
5. I often get angry when I get feedback about my performance	0	1	2	3
6. I appreciate when people, parents, coaches or teachers give me feedback about my performance	3	2	1	0
7. Truly smart people do not need to try hard	0	1	2	3
8. You can always change how intelligent you are	3	2	1	0
9. You are a certain kind of person and there is not much that can be done to really change that	0	1	2	3
10. An important reason why I do my school work is that I enjoy learning new things	3	2	1	0



## SCORE CHART

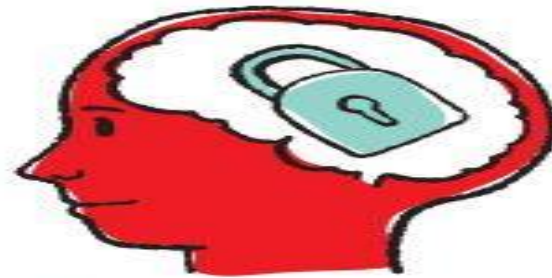
- 22-30 = Strong Growth Mindset
- 17-21 = Growth mindset with some FIXED ideas
- 11-16 = Fixed with some growth ideas
- 0-10 = Strong fixed mindset

# WHAT KIND OF MINDSET DO I HAVE?



## GROWTH MINDSET

- I can learn anything I want to.
- I learn from my failures.
- I want to challenge myself.
- I feel like feedback is constructive.
- I am inspired by the success of others.
- I always persevere, even when I'm frustrated.
- My effort and attitude determine everything.



## FIXED MINDSET

- I'm either good at it, or I'm not.
- If I fail, I'm no good.
- I don't like to be challenged.
- I feel like feedback is personal.
- If you succeed, I feel threatened.
- I give up if I find something difficult.
- My abilities determine everything.

# THEORY OF THE MIND



# Theory of mind: The Psychology of success

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Prof Carol Dweck (2006) theory – neuroplasticity and positive psychology

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Dweck (2006), argues that universities could improve the academic performance of their students if they relentlessly encourage them to think of their intelligence as malleable rather than static or fixed at birth.

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Our mindsets describe how belief systems about our own abilities and potential, fuel our behaviour and predict our success.

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An individual's success is not predicated on just talent and abilities but also on how we think about our aspirations/goals and whether we utilize a fixed or growth mindset

# Theory of the mind: the psychology of success

Dweck's research focuses on how self conceptualisations (our mindset) influences our perceptions of our abilities and its impact on achievements, its role in motivation and self-regulation.

These 2 mindsets lead to different behaviours and results

In a fixed mindset, it's all about the outcome. If you fail, you think all effort was wasted and that you are a failure

In a growth mindset, it's all about the process, so the outcome hardly matters.



YOU CAN LEARN  
ANYTHING

## AHA! moment

As you begin to understand fixed and growth mindsets, you will realize

- (i) how the mistaken belief that your intellect is set in stone leads to a host of thoughts and actions
- (ii) how the correct belief that one's intellect can be cultivated and developed leads to a host of *different* thoughts and actions.

Dweck describes this realisation as an ***Aha!*** ***moment*** - as students discover that **intelligence CAN be grown**

Making mistakes  
develop your brain

# Fixed mindset beliefs

- ‘I am not cut out to be a leader, I can never build that skill, you either have the talent or your you don’t’
- FM mindset, people don’t believe they can develop and improve their intelligence and talents.
- Talent alone leads to success, and effort is not required.
- Core idea- I can’t or don’t have to grow, I am a natural at this
- They do not seek help because they believe that everything measures their intelligence.
- Every effort holds the danger of saying “you aren’t as smart as you want to be” or “you’re not the person you want to be”.
- A fixed mindset is the ultimate demotivator- Scared to try;

# Growth mindset beliefs

- Learning/knowledge can grow with time, effort and experience, which affects their success - put in extra time, leading to higher achievement.
- GM is founded on the belief that good academic performance comes from persistent **EFFORT** made in learning.
- How we learn and the way we think about learning alters the way we do it
- Growth mindset -people have limitless potential to learn and grow –different perspective on intelligence



## Growth mindset

- Failure can be a painful experience, “it doesn’t define you”.
- It’s a problem to be faced, dealt with, and learned from”.
- Cultivate a positive mindset and view failure as a welcome challenge and an opportunity to grow.
- More likely to enjoy learning, seek out situations to experiment,

# Growth Mindset and Achievement



Decades of research show a powerful relationship between

**Achievement**

**Mindset**

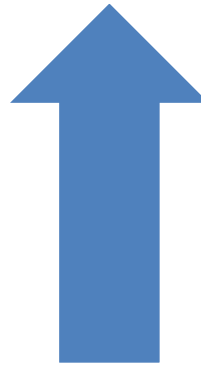
Students' beliefs about intelligence and learning impact:

Motivation

Academic behaviors (e.g., studying and seeking help)

Responses to challenges and setbacks

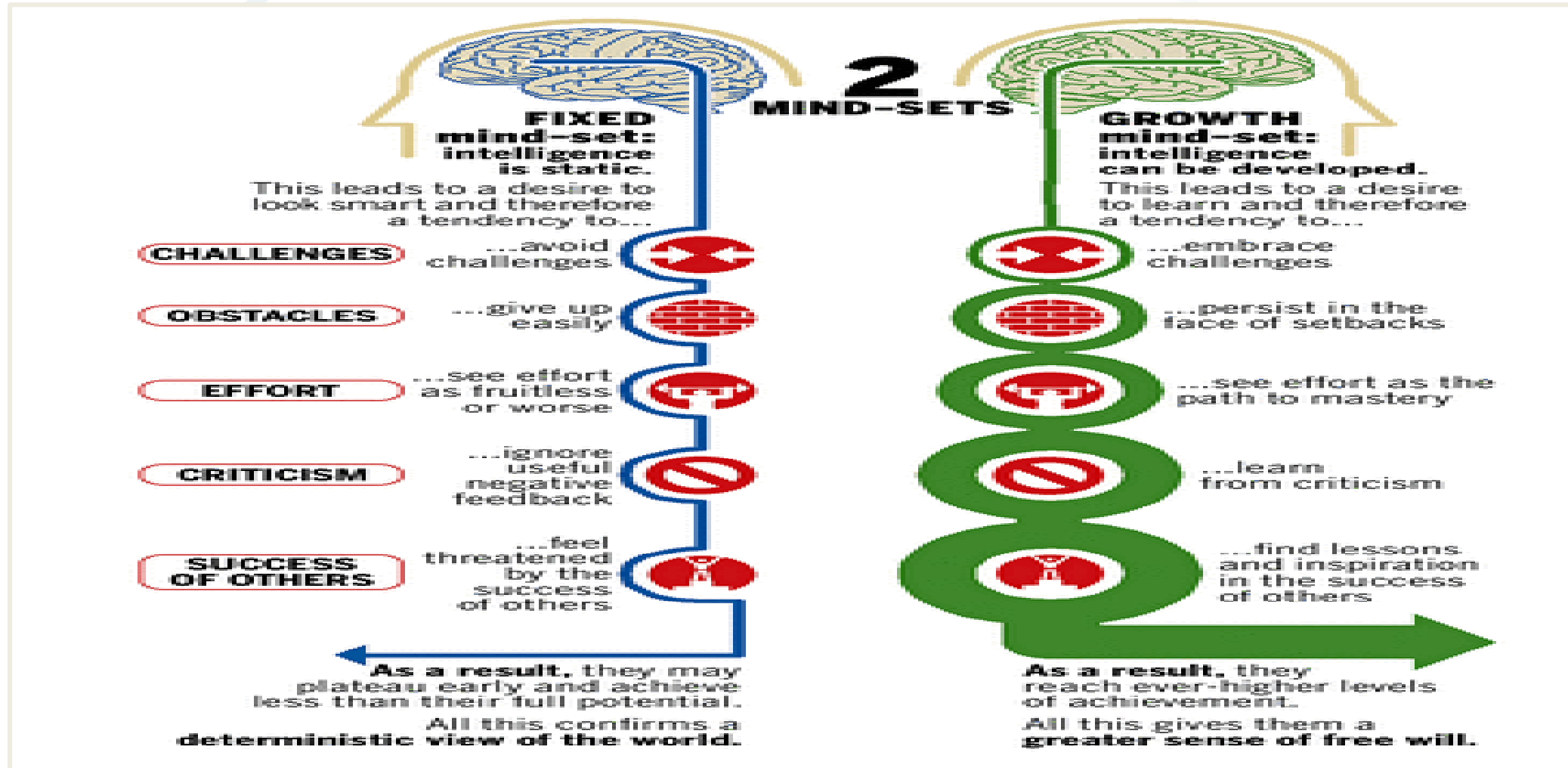
Academic achievement





# The difference between the two mindsets

(Carol Dweck, Ph.D)



# CULTIVATING A GROWTH MINDSET

DEVELOPING A **GROWTH MINDSET**



<b>INSTEAD OF.....</b>	<b>TRY THINKING....</b>
I'm not good at this	What am I missing?
I give up	I'll use a different strategy
It's good enough	Is this really my best work?
I can't make this any better	I can always improve
This is too hard	This may take some time
I made a mistake	Mistakes help me to learn
I just can't do this	I am going to train my brain
I'll never be that smart	I will learn how to do this
Plan A didn't work	There's always Plan B
My friend can do it	I will learn from them

# The power of “YET”



# The power of YET

I am not good at  
maths/my job

I am not good at  
maths/my job **yet**

I'm not as smart as  
they are.

I don't understand  
how to do balance  
sheet in  
accounting **yet.**

I'll never  
understand how to  
do balance sheet  
in accounting.

I'm not as smart as  
they are **yet.**

I failed the exam  
again!

I'm **not yet** able to  
pass the exam.

# How to promote a growth mindset

- **The brain is a muscle**
- **Avoid using words such as gifted, talented, or smart**
- **Avoid results based praise**
- **Embrace failures and mistakes** – part of learning process
- **Encourage collaboration, teamwork and group learning** – learn best when topic of interest.
- **Encourage competency-based learning** – We become excited to learn



# How to cultivate a growth mindset during the Covid 19 pandemic

- Global COVID-19 pandemic, students are facing overwhelming challenges.
- Normal to have anxious thoughts that could go into overdrive: Will I be okay? Will my family get sick? Will there be enough food in the shops?
- Although you cannot fully control your external circumstances, you do have some control over this anxious inner voice.
- There are many skills that you can practice to help you cope with anxiety during times of crisis.
- Developing a growth mindset is the starting point. Here are six practical tips to help you get through COVID-19 with a growth mindset:

# Adopting a growth mindset during the pandemic



1. Start your day with Positive Expectations



2. Everyone means well



3. Be thankful and humble



4. Take care of yourself



5. Focus on the solution, not the problem



6. Prioritise your Personal and Professional Development

# HOW DOES THE 2 MINDSETS AFFECT RELATIONSHIPS



- In a fixed mindset, you believe if you're romantically compatible with someone, you should share all of each other's views, and everything should just come naturally.
- In a growth mindset, you believe a lasting relationship comes from effort and working through inevitable differences.
- People with a FM become complacent in relationships and believe nothing can change
- *In a fixed mindset, we're always judging. Who's good? Who's bad? Who's right? Who's wrong? Who's to blame? Is the relationship good or bad?*
- GM, understand that if you discuss an issue, then the relationship can get even stronger.
- Healthy relationships don't just happen you have to put in the effort together

# SHIFTING OF THE MIND

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Reframing or challenging your beliefs and thinking so you can overcome any struggles can have a great impact on your performance and ability to succeed.

Believe it or not...

Your **ATTITUDE** is a better predictor of your success than your IQ



# Is a fixed mindset a bad thing?

- You may feel unable to control unwanted life events
- FM makes you vulnerable to developing mental health difficulties.
- If you believe that your qualities are unchangeable — you will want to prove yourself correct over and over rather than learning from your mistakes (Dweck, 2006).
- Effort, like failure, means you're not smart or talented. If you were, you wouldn't need effort.
- “Effort is what makes you smart or talented” – Carol Dweck (2006).

# Benefits of a growth mindset

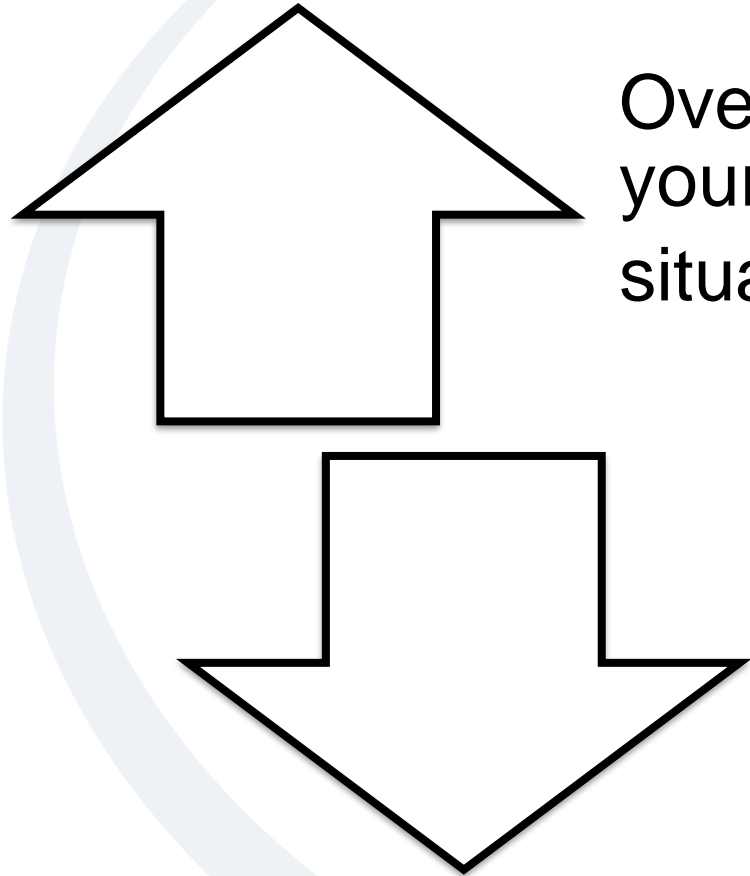
- GM see failures and challenges as opportunities for learning and growth
- Gives you the freedom to push the limits of your abilities, find more Flow, and develop your skills.
- More resilient than those with fixed mindset when faced with setbacks or obstacles
- Motivates students who struggling at university
- Students with disabilities - more open to disclosing their disability, using accommodations, and accepting their challenges



## **Eight powerful ways you can build a growth mindset**

- **1. Create a new compelling Belief**
- **2. View failure from a different lens (not yet lens)**
- **3. Sky rocket your Self-Awareness**
- **4. Become a curious learner**
- **5. Challenges are your new best friend**
- **6. Loving what you do takes you to the top**
- **7. Tenacity that ignites**
- **8. Massively inspired by others**

# Fixed Mindset vs Growth Mindset: THE CHALLENGE



Over the coming weeks, be aware of your Mindset when in different situations.

Identify when you're in a **Fixed** Mindset and when you are in a Growth mindset

- How did the Fixed/Growth Mindset make you feel?
- How could you prevent the same Fixed Mindset next time?
- What were the positive outcomes from adopting a Growth Mindset?

# Growth mindset strategies

- Prioritize learning over seeking approval – miss out on opportunities to grow
- look for opportunities to challenge yourself and learn new things
- Focus on the process instead of the end result
- Cultivate a sense of purpose – know what the end goal is, if not re-evaluate your priorities
- Choose learning *well* over learning *fast* - be willing to make mistakes
- Making mistakes does not mean you are a failure means you're on the right track, you're just not there YET!



# THANK YOU

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**EVALUATION LINK:**

<https://forms.gle/Tg6BqTyV4ox7K2Tm7>

Alternatively,

[https://docs.google.com/forms/d/e/1FAIpQLSePX7hSgeTMf4qMyZ2MyYY7pfK-armaf\\_Fpi-cMNjOYVLtSxQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSePX7hSgeTMf4qMyZ2MyYY7pfK-armaf_Fpi-cMNjOYVLtSxQ/viewform)

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<https://www.unisa.ac.za/sites/myunisa/default/Learner-support-&-regions/Counselling-and-career-development/Downloads-and-podcasts>

# REFERENCES

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Dweck, C.S. (2006). Mindset: The new psychology of success. Balantine Books, New York

Fixed Mindset vs Growth Mindset Questions? Videos:

[https://www.youtube.com/watch?v=KUWn\\_TJTrnU](https://www.youtube.com/watch?v=KUWn_TJTrnU)

<https://www.youtube.com/watch?v=75GFzikhmRY0> Website:

<https://mindsetonline.com/> Book