Transforming our work to a Growth Mindset

Based on the book Mindset by Carol S. Dweck, Ph.D.

August 6, 2015
Purpose

- Understanding the concepts of Growth Mindset
  - How does our brain work? Growth vs Fixed Mindset
    - Feedback –What it says to us?
    - Effort—To Try or not to Try?
    - Praise—What message are we sending?
    - GOAL—How do these components impact our daily performance in both the classified and certificated worlds?
On your device (Phone, IPAD, computer…)

Go to “Kahoot.it”

TYPE in the number you see on the screen…
## What is Growth Mindset

<table>
<thead>
<tr>
<th>Fixed Mindset</th>
<th>Growth Mindset</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intelligence (or an ability) is a fixed trait</td>
<td>Intelligence (or an ability) can be developed</td>
</tr>
</tbody>
</table>
Malleable Brain... 

- Continued growth

Change and practice strengthen learning
Strategies to Develop the Brain

Exercise

9–10 hours of sleep

Calming Strategies

Eat Right
A growth mindset means that

- You learn things easily
- You are born gifted in a unique area
- You cannot change your intelligence
- You can always learn and grow
What you say makes a difference—FEEDBACK

How does this apply to your work with your Staff?
Feedback—Growth vs Fixed

- All about Learning
- Process
- Growth

- All about Judgement
- Product
- Performance

Descriptive

Evaluative
When people provide me with feedback on something

- I feel angry
- I reflect on the feedback and do my own thing
- I can use the feedback to learn
- I don’t listen

“...but what if that guy in the bleachers is right? What if I do suck?”
Effort—Impacts Success??

People with the **growth mindset** said:

- “When it’s really hard, and I try really hard, and I can do something I couldn’t do before.”
- “When I work on something a long time and I start to figure it out

People with the **fixed mindset** said:

- “It’s when I don’t make any mistakes.”
- “When I finish something fast and it’s perfect.”
- “When something is easy for me but other people can’t do it.

**GROWTH**

**FIXED**

Effort without a plan or a strategy is just effort
Impact on Achievement

Blackwell, Dweck, & Trzesniewski (2007)

Grades

PriorYr  Term1  Term2  Term3  Term4

Growth

Fixed
When I experience challenges...

- I feel stupid and frustrated
- I work hard to plan strategies that help me learn
- I don't have to work hard because things are easy for me
- I give up
Impact of Praise—What do you hear??

When we say...

You’re the best!

They hear...

If I take risks and make mistakes, I won’t be the best.
**Praise**

**Success!!!**

**Intelligence Praise**

“Wow, that’s a really good score. You must be smart at this.”

**Effort Praise**

“Wow, that’s a really good score. You must have tried really hard.”

**Control Group**

“Wow, that’s a really good score.”
Praise—Impact on Performance

<table>
<thead>
<tr>
<th>Treatment</th>
<th># of correct answers in post-treatment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Control</td>
<td>110</td>
</tr>
<tr>
<td>General Encouragement</td>
<td>115</td>
</tr>
<tr>
<td>Growth Mindset</td>
<td>120</td>
</tr>
</tbody>
</table>
When I have accomplished a goal I want

- Task specific feedback on my performance
- Praise about my brilliant performance
- Completion
- Nothing-deflect attention away from my accomplishments
One thing I can do to move my work toward a "growth mindset" is...

- Nothing—I already have a growth mindset
- Put chocolate in a bowl on my desk
- Provide task specific feedback to colleagues and staff
- Show my staff that I am a brilliant leader
The passion for stretching yourself and sticking to it, even (or especially) when it’s not going well, is the hallmark of growth mindset.

This is the mindset that allows people to thrive during some of the most challenging times in their lives.

Carol S. Dweck, Ph.D.
It is all about your Mindset

Worst Day Ever?
by Chanie Gorkin

Today was the absolute worst day ever
And don’t try to convince me that
There’s something good in every day
Because, when you take a closer look,
This world is a pretty evil place.
Even if
Some goodness does shine through once in a while
Satisfaction and happiness don’t last.
And it’s not true that
It’s all in the mind and heart
Because
True happiness can be attained
Only if one’s surroundings are good
It’s not true that good exists
I’m sure you can agree that
The reality
Creates
My attitude
It’s all beyond my control
And you’ll never in a million years hear me say
Today was a very good day

Now read it from bottom to top, the other way,
And see what I really feel about my day.