
Fixed vs. Growth Mindset

FIXED MINDSET

In a fixed mindset, people believe their basic qualities, like their intelligence or talent, are simply fixed traits. They spend their time documenting their intelligence or talent instead of developing these. They also believe that talent alone creates success—without effort.

GROWTH MINDSET

In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting points. This view creates a love of learning and a resilience that is essential for great accomplishments.

FIXED MINDSET EXAMPLES	GROWTH MINDSET EXAMPLES
<i>"This is too hard."</i>	<i>"This will be challenging, but I'll keep at it."</i>
<i>"I am so good at this."</i>	<i>"I am working really hard at this."</i>
<i>"She's just smarter than I am."</i>	<i>"I'm on the right track."</i>
<i>"I've never been good at this anyways."</i>	<i>"I'm going to think through this more carefully."</i>
<i>"I give up."</i>	<i>"I'll try a different strategy."</i>
<i>"I'm never going to get this."</i>	<i>"Tomorrow, I'll get a fresh look at this."</i>

RESOURCES FOR FURTHER UNDERSTANDING

Read

- *Mindset: The new psychology of success* by Carol Dweck
- *Academic tenacity: Mindsets and skills that promote long-term learning* by Carol Dweck, Gregory Walton, and Geoffrey Cohen: z.umn.edu/1934

Listen

- "The right mindset for success" by the Harvard Business Review IdeaCast: z.umn.edu/1933

Watch

- "The power of believing that you can improve" by Carol Dweck: z.umn.edu/1930
- "The power of belief - mindset and success" by Eduardo Briceno: z.umn.edu/1931

Growth Mindset

What can I say to myself?

INSTEAD OF THINKING...	I'LL THINK...
<i>I'm not good at this.</i>	<i>What am I missing?</i>
<i>I'm awesome at this.</i>	<i>I'm on the right track.</i>
<i>I give up.</i>	<i>I'll use some of the strategies we've learned.</i>
<i>This is too hard.</i>	
<i>I can't make this any better.</i>	
<i>I just can't do math (or writing or science or...).</i>	
<i>I made a mistake.</i>	
<i>She's so smart. I'll never be that smart.</i>	
<i>It's good enough.</i>	
<i>Plan A didn't work.</i>	

Think. Write. Then Discuss.

What are the key takeaways, for you, after watching this talk?

Simply and in your own words, how would you explain mindsets to a friend who has never heard of this?

Think of a situation in the past or present. Describe the situation. How could you apply a growth mindset to this situation?

What surprises you about mindsets?

What do you like about mindsets? What do you not like?

How can you apply this information to your life as a student at the University of Minnesota?

Name a concrete, measureable action you can take in the next two weeks to apply a growth mindset to your life as a student. How will this help you? Who can hold you accountable to taking this step?