THE
POWER
OF
MINDSET

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AGENDA

What is a mindset?
Fixed Vs. Growth Mindset

Growth Mindset And You Activation Lab

Growth Mindset and Your Organization Activation Lab
The Mindset Continuum

Going beyond “Fixed It’s a Growth” to a deeper understanding of Mindsets

By James Anderson

The Growth Mindset

Mindset

- Fixed
- Low Growth
- Mixed
- Growth
- High Growth

Awkwardly

- Adaptable & open to new experiences
- Innovation & creativity
- Open to feedback & criticism
- Resilience & perseverance
- Self-awareness & growth mindset

Challenges

- In se of growth & learning opportunities
- Poor performance & fixed mindset
- Fear of failure & lack of resilience
- Insecurities & self-doubt
- Lack of motivation & self-confidence

Proven Method

- Growth-driven mindset
- Embracing challenges
- Continuous learning & improvement
- Visionary thinking & innovation
- Positive feedback & motivation

Enables

- High levels of achievement & success
- Strong work ethic & dedication
- Positive attitude & mindset
- Strong leadership & collaboration
- Strong interpersonal & communication skills

Motivates

- Growth mindset & continuous learning
- Embracing challenges & taking risks
- Positive feedback & motivation
- Strong work ethic & dedication
- High levels of achievement & success

Based on the work of Carol Dweck | © James Anderson 2017 | www.jamesanderson.com.au
Breakout Rooms

Pairs

Answer the following with your partner:
In which of the dimensions identified on the Growth Mindset Continuum have you changed the most? (since birth)

Time: 8 minutes
What is a Mindset?

- Self-Beliefs
- A way of thinking
- Self-perception or self –theory
“Failure is an opportunity to grow”

GROWTH MINDSET

“I can learn to do anything I want”
“Challenges help me to grow”
“My effort and attitude determine my abilities”
“Feedback is constructive”
“I am inspired by the success of others”
“I like to try new things”

“Failure is the limit of my abilities”

FIXED MINDSET

“I’m either good at it or I’m not”
“My abilities are unchanging”
“I don’t like to be challenged”
“My potential is predetermined”
“When I’m frustrated, I give up”

“Feedback and criticism are personal”
“I stick to what I know”
win because we're winners. Then when you win, you must make us loser.”

- Josh Waitzkin
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What is a mindset?
- Fixed Vs. Growth Mindset

Growth Mindset And You
- Activation Lab

Growth Mindset and Your Organization
- Activation Lab
Growth Mindset Activation Lab
Refer to Your Packet

1. Talk Back to Your Fixed Mindset
2. Identify Moments that Matter
3. Build Your Neuroplasticity
4. Set Learning (not performance) Goals
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What is a mindset?
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Activation Lab

Growth Mindset and Your Organization Activation Lab
• Does the mindset of employees matter?
• Does the mindset of the leader matter? What are the implications of leader mindset?
• What are the implications of mindset for an organization being able to accomplish its goals?
• How does mindset show up in organizations?
• How does mindset impact the ability of organizational members to cope with failures or grapple with difficult problems?
• In what ways do we reinforce fixed mindset?
• In what ways do we cultivate growth mindset?
What does it take to cultivate something?
Priorities
Regarded as more important

Habits
A routine of behavior that is repeated regularly and unconsciously

Systems
A set of interacting parts forming a whole
(Recognition, Hiring, Performance Evaluation, Recruitment)

Creating a Growth Mindset Culture
Breakout Rooms

**Priorities:** Groups 1-3

**Habits:** Groups 4-6

**Systems:** Groups 7-9
(for the purpose of this exercise, the ‘system’ you will discuss is performance evaluations).

**Directions:**
- Have a discussion about your assigned area based on your group assignment.
- Select one person to take notes in the google doc.
- 10 minutes.
Four Things Leaders Can Do to Lead With a Growth Mindset

1. Presenting skills as learnable
2. Conveying that the organization values learning and perseverance, not just ready-made genius or talent
3. Giving feedback that promotes learning and future success
4. Presenting leaders as resources for learning
YET
<table>
<thead>
<tr>
<th>Fixed Mindset</th>
<th>Growth Mindset</th>
</tr>
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<tbody>
<tr>
<td>Basic qualities (like intelligence and talent) are fixed traits.</td>
<td>Basic abilities can be developed through dedication and hard work—brains and talent are just the starting point.</td>
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</table>
• CEO Disease
• Star performers – the genius culture – talent mindset
• The self-esteem movement
• Effort – ‘you’re a natural’ vs. ‘you have tremendous potential that can be developed’
• Praise – ‘you’re perfect’ vs. ‘you leaned into that challenge’ or ‘you really showed initiative’ or ‘I can see how much you have learned’
• Hiring, selection, admission criteria
• High stakes testing
• Stereotypes
MISUNDERSTANDINGS ABOUT MINDSETS

BY JAMES ANDERSON

A Growth Mindset is not the same as self-esteem or positive affirmations. It is about an understanding that the right sort of effort leads to real growth of our most basic abilities.

Whatever Mindset we find ourselves with today, we can change it. Ways we change our Mindset include studying the nature of abilities, learning and experiencing the real process that leads to success, as well as listening for, and re-framing, the Fixed Mindset messages around us.

Knowing you can extend your abilities - a Growth Mindset - can be motivating, especially if you previously thought they were fixed. However, you also need to see those abilities as relevant to your goals in order to want to develop them.

Our Mindset is not an innate part of who we are. We are not born with a certain Mindset. We develop our Mindset through our experiences, including the messages we receive from others.

Developing a Growth Mindset is just the first step. You will still have to do the actual hard work of engaging in effective practice, to see the growth and development. Just having a Growth Mindset doesn’t make you smarter - it just opens the door to getting smarter.

No one has a completely fixed or Growth Mindset. It is probably more accurate to talk about the degree to which a person holds a Fixed or growth Mindset about abilities. When it comes down to it, we all have a Mixed Mindset to varying degrees.

We usually don’t have the same Mindset towards all abilities. We often approach different types of abilities with different Mindsets. Although we may have a tendency to be predominantly more Fixed or Growth-oriented, your actual Mindset is likely to vary by domain.

James Anderson is a Certified Growth Mindset Trainer. He can be contacted at: james@mindfulbymindset.com

Based on: Mindset: The New Psychology of Success, by Carol S. Dweck.

Mindset Works

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