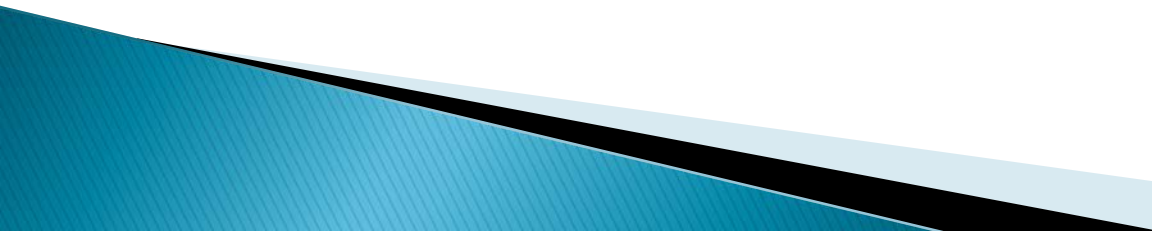


# Transforming our work to a Growth Mindset

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?
- 

# Kahoot.it

On your device (Phone, IPAD, computer...)

Go to “Kahoot.it”

TYPE in the number you see on the screen...



# What is Growth Mindset

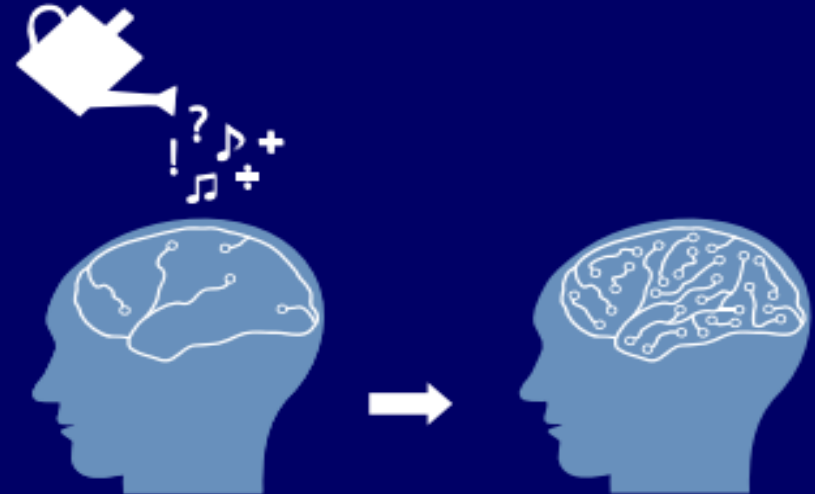
## Fixed Mindset

Intelligence (or an ability) is a fixed trait



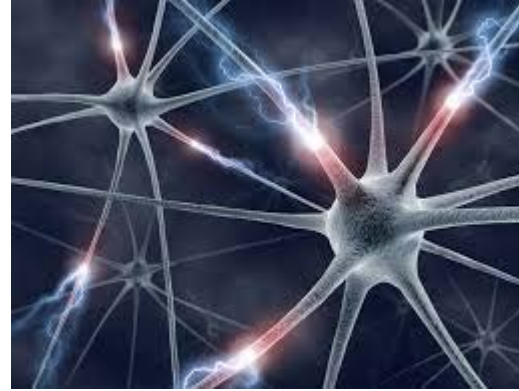
## Growth Mindset

Intelligence (or an ability) can be developed



# Malleable Brain. . .

- ▶ Continued growth



**Change and practice  
strengthen learning**



# Strategies to Develop the Brain

Exercise



9-10 hours  
of sleep

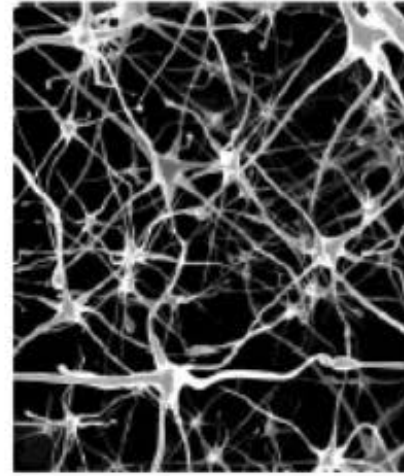
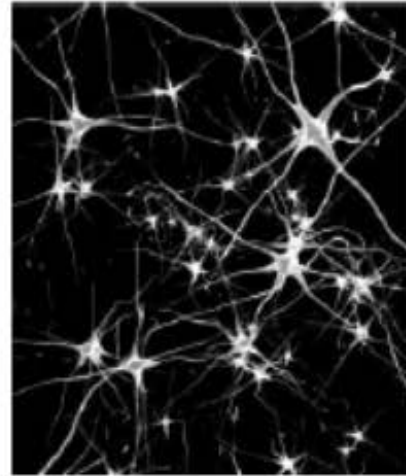


Calming  
Strategies



Eat  
Right

## A growth mindset means that



Skip ▶

0

Answers



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?



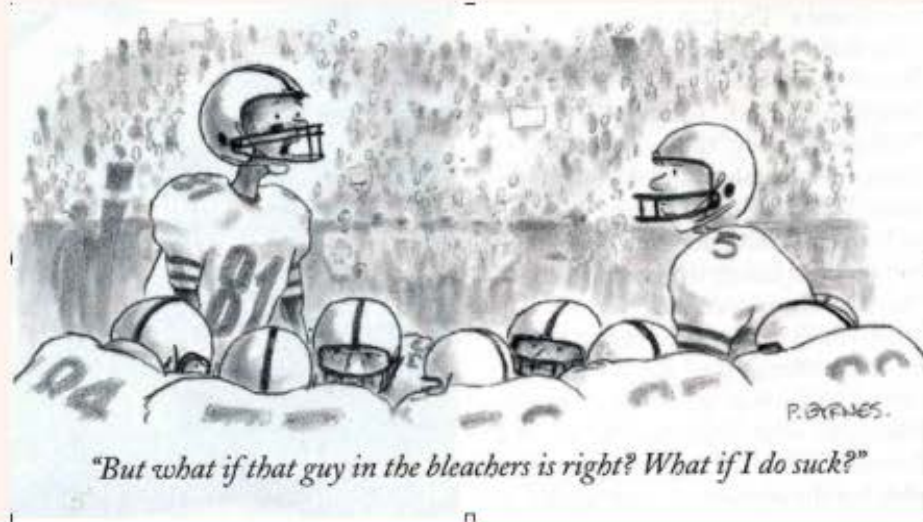
# Feedback—Growth vs Fixed

- ▶ All about Learning
- ▶ Process
- ▶ Growth
- ▶ All about Judgement
- ▶ Product
- ▶ Performance

**Descriptive**

**Evaluative**

# When people provide me with feedback on something



Skip ▶

0  
Answers



I feel angry



I can use the feedback to learn



I reflect on the feedback and do my own thing



I don't listen

# 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

**GROWTH**

▶ People with the **fixed mindset** said:

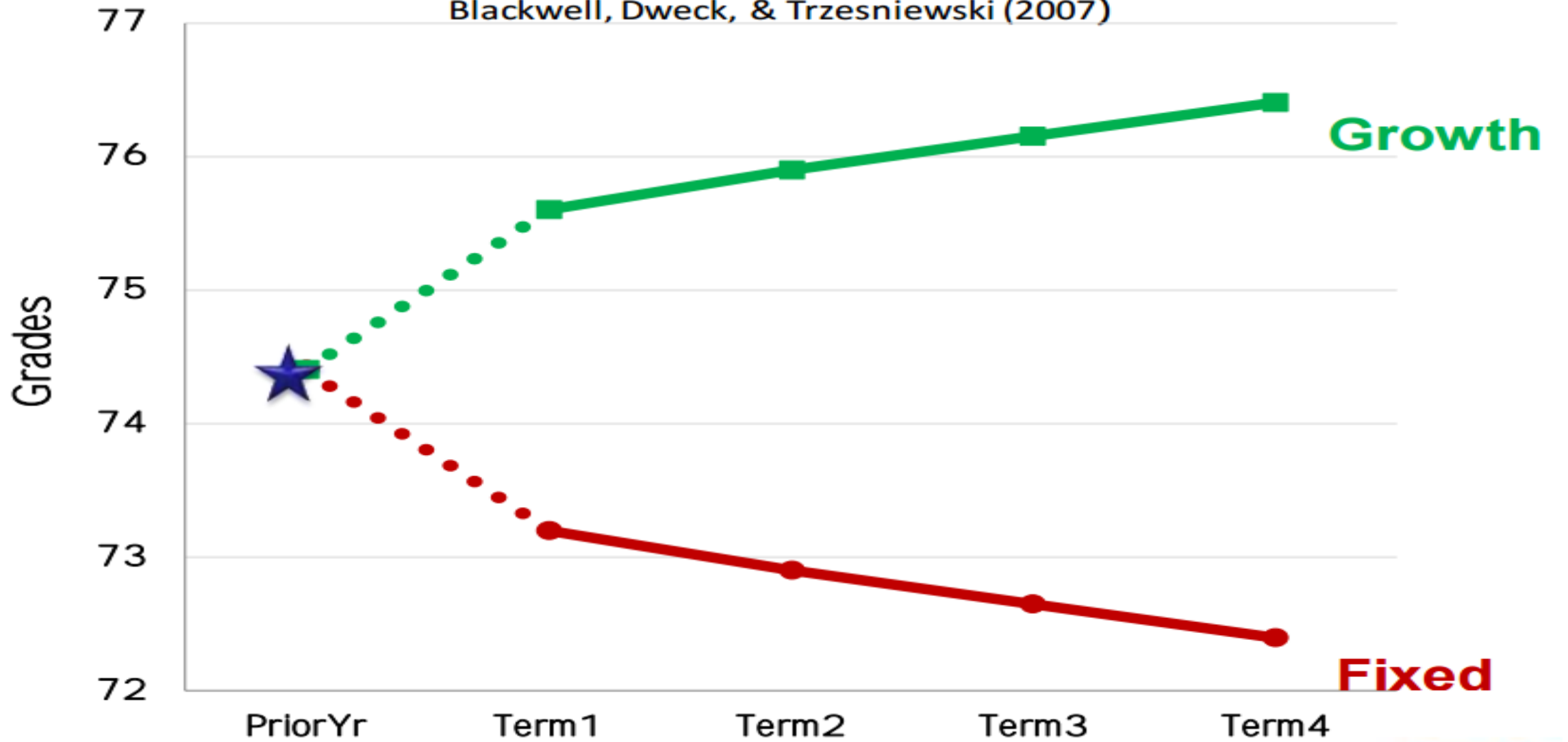
- “It’s when I don’t make any mistakes.”
- “When I finish something fast and it’s perfect.”
- “When something is easy for me but other people can’t do it.

**FIXED**

**Effort without a plan or a strategy is just effort**

# Impact on Achievement

Blackwell, Dweck, & Trzesniewski (2007)



## When I experience challenges...

18



Skip ▶

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Answers



I feel stupid and frustrated



I don't have to work hard because things are easy for me

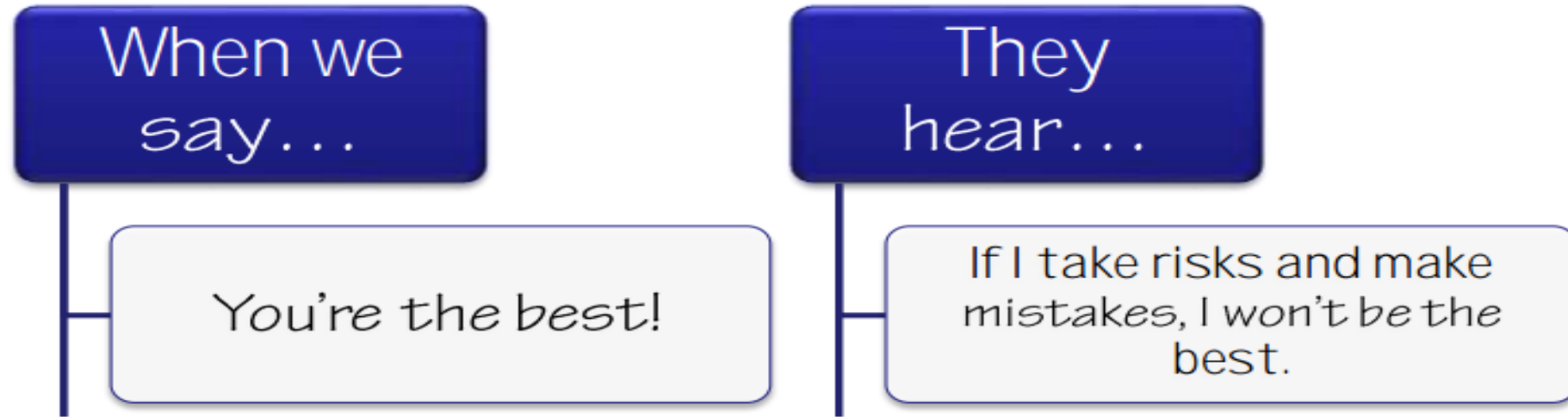


I work hard to plan strategies that help me learn



I give up

# Impact of Praise—What do you hear??



# Praise

# Success!!!

## Intelligence Praise

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

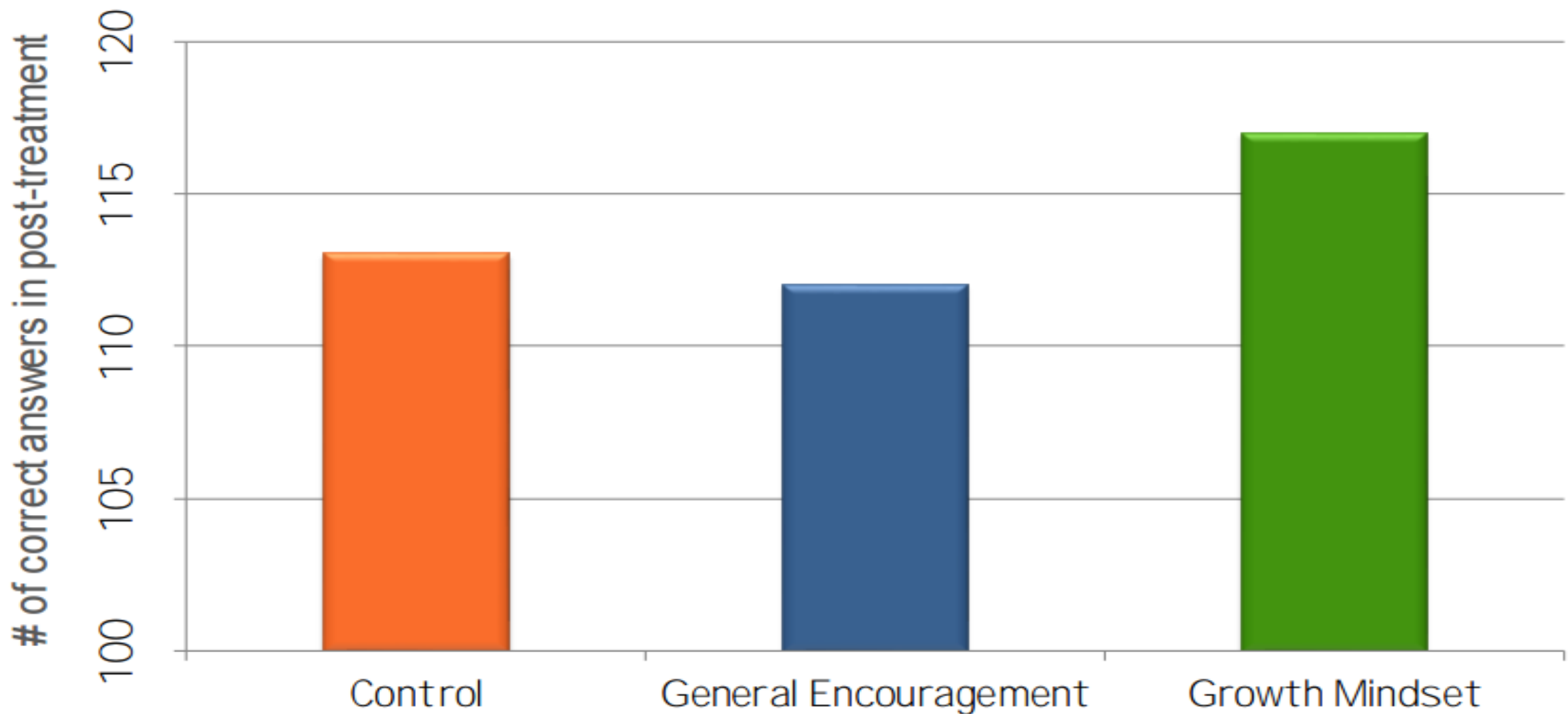
## Effort Praise

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

## Control Group

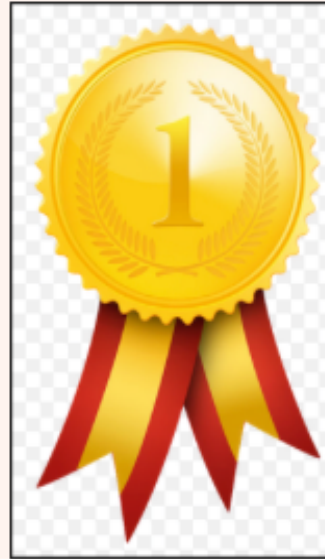
“Wow, that’s a really good score.”

# Praise—Impact on Performance





# When I have accomplished a goal I want



Skip ▶

**0**  
Answers



**Task specific feedback on my performance**



**Praise about my brilliant performance**



**Completion**

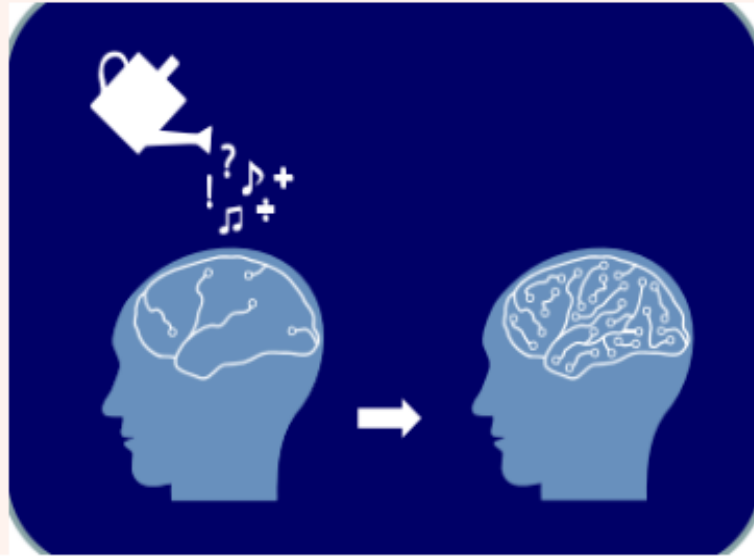


**Nothing-deflect attention away from my accomplishments**



abraham  
lincoln

One thing I can do to move my work toward a "growth mindset" is...



Skip ▶

0

Answers



Nothing—I already have a growth mindset



Provide task specific feedback to colleagues and staff



Put chocolate in a bowl on my desk



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.