

GROWTH MINDSET–FIXED MINDSET

Counselling and
Career
Development
MAY 2020



Define tomorrow.

UNISA



What is a Mindset?

- According to Carol Dweck, our Mindset is the collection of thoughts and beliefs that shape our thoughts or habits;
- She states that our thoughts or habits affect how we think, what we feel, and what we do.
- Our Mindset affects how we make sense of the world, and how we make sense of ourselves

What is a Mindset?

- Take a minute.
- Think about your intelligence, your talents, your personality... Do you think these qualities are simply fixed traits, carved in stone and that's that?
- Or do you think they are things you can cultivate throughout your life?
- It also helps to understand attitude and beliefs, and these are related to mindset (Dweck, 2006).

What is a Mindset?

Attitude

- Your Attitude is how you feel about something.
- Your Mindset shapes your Attitude, and your Attitude reinforces your Mindset.

Beliefs

- The basic building blocks of beliefs are ideas.
- Your beliefs shape your attitude.
- Your attitude also shapes your beliefs.
- Your beliefs and attitude shape your mindset.
- Mindset is a way of thinking.

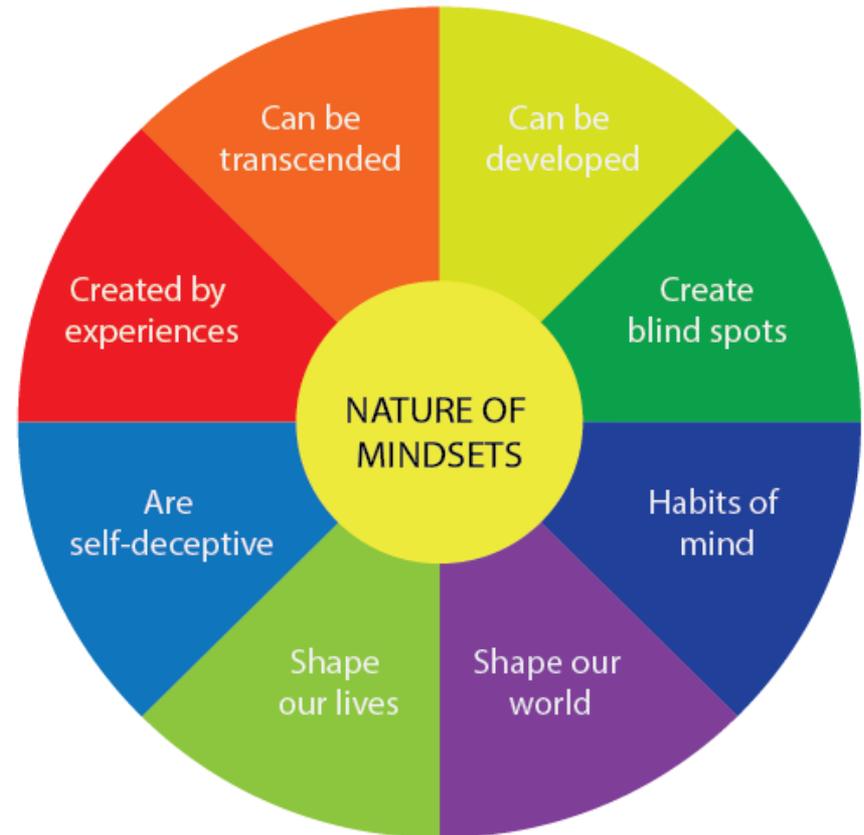
Theory of the mind: The Psychology of success

- Carol 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.
- Think about this: Why do some people succeed and others don't?
- How can we foster what is in our control so that we foster success?

THEORY OF THE MIND

Prof Carol 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.

She uses the terms growth mindset and fixed mindset to describe how belief systems about our own abilities and potential, fuel our behaviour and predict our success.



What is fixed mindset and how is it different to a growth mindset?

According to Dweck (2015), students with a **Fixed mindset** believe and accept that academic achievement is due to their innate ability and not their learning effort, while students with a **Growth mindset** believe that greater effort, good learning strategies, and input from others (seeking help) enhances academic success.

As students begin to understand fixed and growth mindsets, they realize how the **mistaken belief that one's intellect is set in stone, leads to a host of thoughts and actions** and how the **correct belief** that one's intellect can be cultivated and developed leads to a host of ***different thoughts and actions.***

What is fixed mindset and how is it different to a growth mindset?

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

Dweck states that in the growth mindset, while failure can be a painful experience, “**it doesn't define you**”. It's a problem to be faced, dealt with, and learned from”.

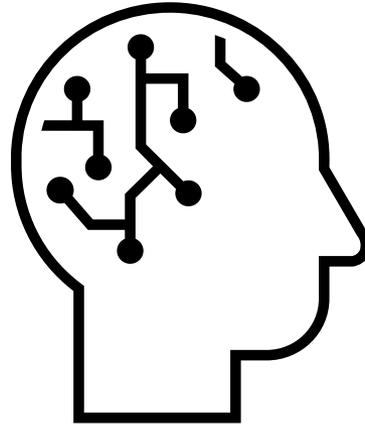
THE DIFFERENCE BETWEEN THE 2 MINDSETS

In a fixed mindset, people don't believe they can develop and improve their intelligence and talents. They also believe that talent alone leads to success, and effort is not required.

Students with a fixed mindset are scared to try. They do not seek help because they **believe that everything measures their intelligence.** A fixed mindset is the ultimate demotivator.

Alternatively, in a growth mindset, people have an underlying belief that their learning and intelligence can grow with time, effort and experience. When people believe they can become smarter, they realize that if they put in the **EFFORT** it has an effect on their success, so they put in extra time, leading to higher achievement.

Growth mindset is founded on the belief that good academic performance comes from persistent **EFFORT** made in learning.



GROWTH MINDSET

- I can learn anything I want to
- When I'm frustrated I persevere
- I want to challenge myself
- When I fail, I learn
- Tell me I try hard
- If you succeed I am inspired
- My effort and attitude determine everything

FIXED MINDSET

- I am either good at it, or I am not
- When I am frustrated I give up
- I don't like to be challenged
- When I fail, I am no good
- Tell me I am smart
- If you succeed I feel threatened
- My abilities determine everything

Source: Wilson, R. Growth vs Fixed Mindset for Elementary

<https://www.wayfaringpath.com/education-blog/growth-vs-fixed-mindset-for-elementary>

Could my attitude be my biggest downfall?

“

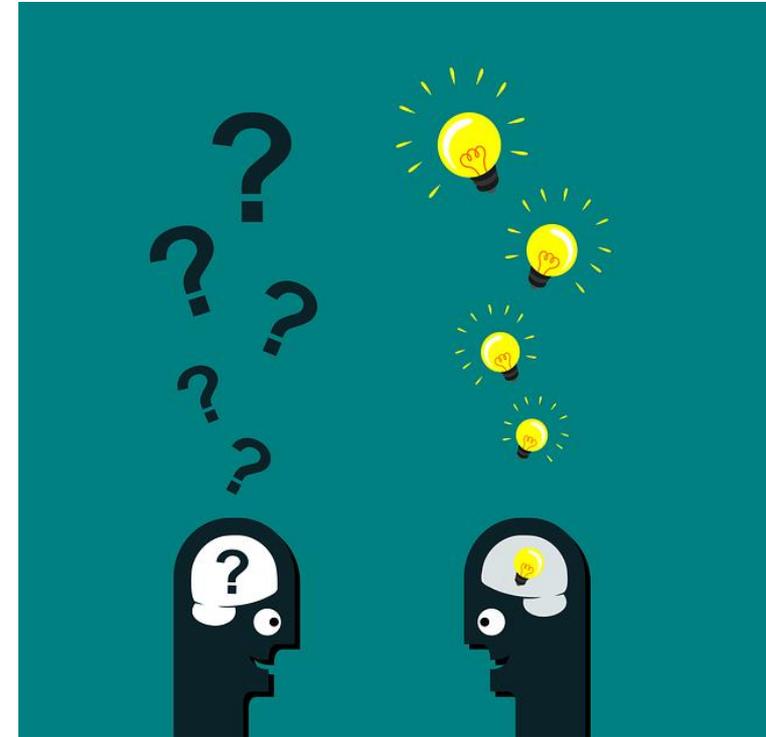
**Attitude is
a little
thing that
makes a
big
difference**

”

- **Shifting of the
mind**

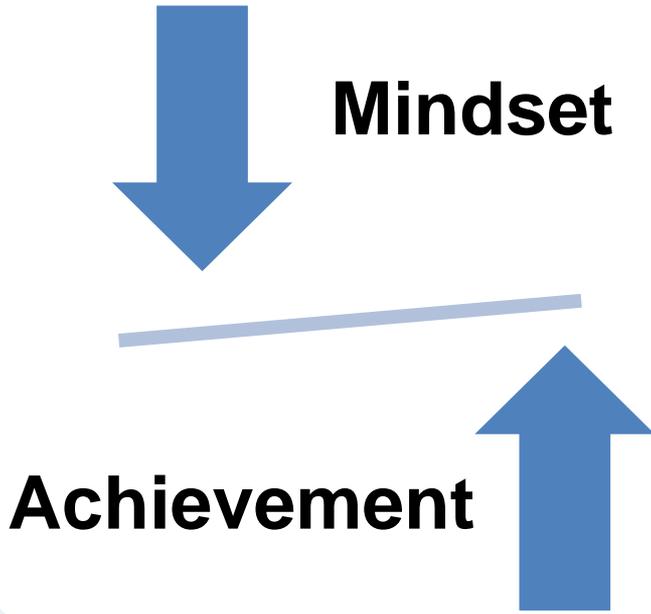
Do you have conversations with yourself?

- Listen to your inner dialogue. What are you saying about yourself?
- *“I can’t do this! If I study hard that means I am not naturally clever; I failed this module last year, I will probably fail again”*
- Think about it! Are the conversations you have with yourself negative or positive?
- Be mindful of what you tell yourself...you are listening! You are judging and thinking with a **FIXED** mindset!!!!



Growth Mindset and Achievement

Mindset



Achievement

Decades of research show a powerful relationship between



- Students' **beliefs** about intelligence and learning impact:
 - Motivation
 - Academic behaviors (e.g., studying and seeking help)
 - Responses to challenges and setbacks
 - Academic achievement

So what **CAN YOU** do about it?

You **MUST** figure out which mindset you are **TRULY** in...not the one you **WANT** to be in...but the one you **ARE** in.

Then all you must do is react like growth mindset people react to challenges and learning...**THAT'S IT!**

Difficult things are a chance to learn and grow! Not things to run away from!

You **CAN LEARN ANYTHING WITH ENOUGH EFFORT AND HARD WORK! THAT'S ALL YOU NEED!**

If you haven't learned it yet...then you need some more effort and your brain will grow!!!!

If you face challenges with a fixed mindset then you will:

	Fixed	Resulting in
Goal	<u>WANT TO LOOK SMART</u> at all costs	Putting quick answers down with no justification
Effort	Perceive putting <u>EFFORT IN IS BAD</u> because if you have to try then you aren't a "natural"	AVOIDING EFFORT -distract yourself -distract others -not even try
Setbacks or challenges	<u>HIDE MISTAKES AND AVOID CHALLENGES</u> because they might make you not look as smart as people think you are	AVOID ANYTHING YOU THINK IS TOO DIFFICULT -fractions -art -division -etc

But, if you face challenges with a growth mindset then you will:

	Growth	Resulting in
Goal	<u>Emphasize LEARNING</u> at all costs	Doing whatever it takes to reach the goal or outcome
Effort	<u>UNDERSTAND THAT EFFORT AND HARD WORK ARE THE KEYS</u> to getting smarter	Putting in as much effort as it takes to master the goal or outcome because you know that is all it takes...hard work and effort
Setbacks or challenges	<u>REALISE THAT MISTAKES ARE GOOD</u> and to be learned from. Things we are not great at are confronted and seen as a challenge which we do not run away from.	Looking for more challenges! Because challenging your brain is how you get SMARTER!

Shifting of the mind

- 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**

**Don't bury
your head
in the sand**

Change your words change your mindset!

Say this...	Instead of...
Is this really my best work?	This is good enough
Mistakes help me improve	I made a mistake
I'm on the right track	I'm awesome at this
This may take some time and effort	This is too hard
I'm going to train my brain in French	I can't do French
I'll use some of the strategies I've learnt	I give up
I can always improve – I'll keep trying	I can't make this any better
What am I missing?	I'm not good at this
I'll figure out what she does and try it	I'll never be as good as her

Source: <https://mathequalslove.blogspot.com/>

“

**Failure is
success in
progress**

”

Remember!

Growth Minded People foster a positive mindset and view failure as a welcome challenge so to achieve greater success later.

Mindsets are just POWERFUL beliefs (both conscious and unconscious).



They CAN be changed with proper training and development.

Fixed Mindset vs Growth Mindset

THE CHALLENGE

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

Practice the following:

- Identify when you're in a **Fixed** Mindset and when you are in a **Growth** mindset
- Understand what is forming the Fixed Mindset, i.e. Belief / Experience, etc.
- Establish how a Growth Mindset will benefit you or
- Practice developing a growth mindset and remember the power of YET and using Growth Mindset statements.
- Learn from the situation!

Fixed Mindset vs Growth Mindset

THE CHALLENGE

How did the Fixed Mindset make you feel?

How would you prevent the same Fixed Mindset next time?

What were the positive outcomes from adopting a Growth Mindset?

Share your experiences, tips and knowledge with your team, friends and family!

Food for thought...

- “In one world, effort is a bad thing. It, like failure, means you’re not smart or talented. If you were, you wouldn’t need effort. In the other world, effort is what makes you smart or talented” – Carol Dweck (2006).

Which worldview are you aspiring to?

Developed by:

Dr Shariefa Hendricks
Senior Student Counsellor
Head: Counselling & Career Development
KZN region

REFERENCES

- Dweck, C.S. (2006). **Mindset: The new psychology of success.** Balantine Books, New York
- Fixed Mindset vs Growth Mindset videos:
https://www.youtube.com/watch?v=KUWn_TJTrnU
<https://www.youtube.com/watch?v=75GFzikhmRY0>
- Website: <https://mindsetonline.com/>

Contact us

Visit our website for more resources to help you

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

We are available by e-mail:

- Send an e-mail to counselling@unisa.ac.za should you need to discuss any needs you may have in terms of further support.
- Contact Counselling and Career Development at a [regional centre closest to you](#).

