

Who in their right mind would let the wrong mindset derail their business?

When facing a challenge at work start by asking yourself:

Is a person's intelligence, character, skill and creativity static or are these things that can be cultivated?

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STOP thinking you're immune to a fixed mindset view

START hearing the fixed mindset responses and respond with a growth mindset answer

1. The one 'Growth Mindset' question you must ask yourself to make sure you're in the right frame of mind for success is...

Is a person's intelligence, character, skill and creativity static or are these things that can be cultivated?

Where is the value in this question?

The value in this question prompts you to consider whether you're ready to tackle the difficulty you face in a wholehearted, committed and energetic way. The same question can be used to challenge any of your colleagues about their mindset too. This 'challenge' can then be used to set up a conversation about

- Taking on the challenge wholeheartedly
- Learning from your setbacks and trying again
- Hearing the criticism and acting on it

Rather than take a person's mindset for granted it pays to challenge their frame of mind using this question connected with the business challenge of the moment.

Get mindset right first then work out your responses to the difficulties you face.

Certainty is a positive thing when it's certainty that we can all learn new and better ways to do things – like we learned to drive.

However certainty can be negative when it's certainty that your intelligence, character, skill and creativity are fixed and can't be improved. This mindset freeze-frames your thinking, locks-in old behaviour and limits your business potential.

Using these tools, the websites and the research it sign posts can help you stimulate conversations with your team (and yourself) to help stimulate a success, growth, learning mindset.

Check out the rest of the tools here to help you build your growth mindset skills .

IMPORTANT: This question is about getting you to be in the right frame of mind for wholehearted, energetic and constructive action.

Study the 'growth mindset' checklist below to see how you engage with fixed mindset responses and help turn them into a growth mindset state.

2. Your '*Growth Mindset*' checklist to give you certainty that you are using a growth mindset when tackling your next business challenge.....

1. Learn to HEAR YOUR FIXED MINDSET “voice”

As you approach a challenge:

As you approach a challenge, that voice might say to you:

“Are you sure you can do it? Maybe you don’t have the talent.”

“What if you fail—you’ll be a failure”

“People will laugh at you for thinking you had talent.”

“If you don’t try, you can protect yourself and keep your dignity.”

As you hit a setback:

As you hit a setback, the voice might say:

“This would have been easy if you really had talent.”

“You see, I told you it was a risk. Now you’ve gone and shown the world how limited you are.”

“It’s not too late to back out, make excuses, and try to regain your dignity.”

As you face criticism:

As you face criticism you might hear yourself say:

“It’s not my fault. It was something or someone else’s fault.”

You might feel yourself getting angry at the person who is giving you feedback:

“Who do they think they are? I’ll put them in their place.”

The other person might be giving you specific, constructive feedback, but you might be hearing them say:

“I’m really disappointed in you. I thought you were capable but now I see you’re not.”

2. Recognize that YOU HAVE A CHOICE

How you interpret challenges, setbacks, and criticism is your choice.

You can interpret them in a fixed mindset as signs that your fixed talents or abilities are lacking.

Or you can interpret them in a growth mindset as signs that you need to ramp up your strategies and effort, stretch yourself, and expand your abilities. It's up to you.

So as you face challenges, setbacks and criticism, listen to the fixed mindset voice and...

3. TALK BACK WITH A GROWTH MINDSET voice

As you approach a challenge:

THE FIXED-MINDSET says "Are you sure you can do it? Maybe you don't have the talent."

THE GROWTH-MINDSET answers, "I'm not sure I can do it now, but I think I can learn to with time and effort."

FIXED MINDSET: "What if you fail—you'll be a failure"

GROWTH MINDSET: "Most successful people had failures along the way."

FIXED MINDSET: "If you don't try, you can protect yourself and keep your dignity."

GROWTH MINDSET: "If I don't try, I automatically fail. Where's the dignity in that?"

As you hit a setback:

FIXED MINDSET: "This would have been easy if you really had talent."

GROWTH MINDSET: "That is so wrong. Basketball wasn't easy for Michael Jordan and science wasn't easy for Thomas Edison. They had a passion and put in tons of effort."

As you face criticism:

FIXED MINDSET: "It's not my fault. It was something or someone else's fault."

GROWTH MINDSET: "If I don't take responsibility, I can't fix it. Let me listen—however painful it is – and learn whatever I can."

4. Take the growth mindset action

Over time, which voice you heed (fixed or growth) becomes pretty much your choice. It pays to be conscious of the choices you make when facing a business challenge. You'll then at least do what you can to then take action based on the growth mindset, you'll then:

- take on the challenge wholeheartedly
- learn from your setbacks and try again
- hear the criticism and act on it, it's now in your hands

Practice hearing both voices, and practice acting on the growth mindset. See how you can make it work for you.

For more information and the source material for this checklist use this URL link - <https://mindsetonline.com/changeyourmindset/firststeps/index.html>

3. Watch this video and hear Michael Jordan describe his growth mindset attitude show up in the hard work and training essential to his success – not talent...



Kaizen – continuous improvement – is a way of life for top sportsmen and sportswomen. Learning from errors, as missed game-winning shots are expected if you're to be a top class athlete. It's this Kaizen approach that supports their progress and their success.

How many coaches and athletes do you hear say it's mostly in the mind rather than the skill and talent that gets them the success.

Here's Carol S.Dweck describing her mindset insights in her own words to help you gain a deeper understanding of the learning, growth, Kaizen mindset:



4. Mindset moment of truth makes all the difference...

As human beings our brains are pre-programmed, pre-conditioned to build habits. Without this ability to build habits we would be much less effective at getting so much done every day.

Habit forming is helpful when the habits support the goals we have for ourselves and our business. The habit forming is hindering if the habits undermine our ability to improve what and how we do what we do.

So what's habit forming got to do with managing our mindset?

When you hit a mindset moment of truth – a difficult issue or challenge or criticism – chances are you'll respond habitually. Your response will be words you say out loud or, more likely, words you say to yourself in your head (not out loud).

If you've habitualised a fixed mindset you might try something new, fail and then respond with something like 'I didn't think I could do it anyway!' or 'I've never been good at this kind of thing' or 'I should never have bothered' or some other predictable fixed mindset phrase.

But the mindset moment of truth is at times of challenge.

So you want to use every moment of challenge or difficulty as a trigger or cue or prompt to challenge any fixed mindset response you currently have. Use every difficulty as a trigger to prompt a choice to apply a growth mindset and you start to habitualise a new automatic healthy growth mindset response.

Dealing with this consciously isn't easy because one of the strongest habits to dominate human lives are language habits – things we say automatically in normal daily routines (habits!). When somebody asks you, 'how are you today?' what's your habitualised response? 'Fine thank you' or is it something less common like 'Brilliant thanks for asking'? Whatever you say it will almost certainly be the same thing every time (or similar).

They key is being aware of the moment of difficulty or challenge.

Then applying the response checklist above so that you choose a growth mindset response.

The neuroscience behind hard wiring habits...

What happens when we repeatedly take the same actions (including what we say and think) is 'hard-wire' our brain fibres. What happens is for every repeated action our brain adds a myelin wrap to the brain fibres used for the action. And every myelin wrap speeds up the signal of the used brain fibres. In fact the signal speed in a brain fibre jumps from 2 miles per second to 200 miles per second with 50 myelin wraps applied and makes such actions 'second nature', 'automatic', 'natural'.

So use every challenge or difficulty as your prompt or cue or trigger to choose a growth mindset. When you do you'll be build good mindset habits and building towards automatic success.



5. Learning to drive proves we can all learn a new skill. Learning to be an expert artist in 5 days also proves the learning power of the brain and that a growth mindset exists in us all...

Betty Lawrence teaches 5 core drawing skills in just 5 days and turns what look like kindergarten level drawers into gallery-worthy portrait artists.

You can probably see yourself creating similar images to the 'before' pictures you see here:



Drawing a perceived object (so-called “realistic” drawing), Edwards proposes, is a visual perceptual skill made up of five component skills. These are *the basic skills* that student’s learn from Betty’s workshops (and her book). The 5 core skills are:

- 1) Seeing and drawing *edges* (sometimes called “contour drawing”)
- 2) Seeing and drawing *spaces* (called “negative spaces”)
- 3) Seeing and drawing *relationships* (called “perspective and proportion”)
- 4) Seeing and drawing *lights and shadows* (called “shading”)
- 5) Seeing and drawing the whole (called the *gestalt*, the “thing itself,” the essential nature of the observed subject, which emerges spontaneously from the first four component skills)

For more on drawing skill development go here - <https://anne-farrell-8c18.squarespace.com/band-horizon/>

6. Carol S. Dweck is influencing teachers, parents and even governments on the power of a growth mindset...

Please check out Dweck's excellent mindset community website for more inspiration about growth mindset and read her landmark book too - <http://mindsetscholarsnetwork.org/>

Another useful website with a wealth of resources and insights on mindset you can find here - <https://mindsetonline.com/whatisit/about/index.html>

You can get the book from Amazon here - [https://www.amazon.co.uk/Mindset-Updated-
Changing-Fulfil-Potential-
ebook/dp/B005RZB65Q/ref=sr_1_2?ie=UTF8&qid=1514977830&sr=8-
2&keywords=%27mindset%27+by+carol+dweck](https://www.amazon.co.uk/Mindset-Updated-Changing-Fulfil-Potential-ebook/dp/B005RZB65Q/ref=sr_1_2?ie=UTF8&qid=1514977830&sr=8-2&keywords=%27mindset%27+by+carol+dweck)

