

Fixed and Growth Mindsets

Carol Dweck (2006) introduced the concept of opposing mindsets. One that helps us to be open to learning and development ('Growth Mindset'), and one that limits our openness to learn and develop ('Fixed Mindset').



The diagram above shows how the two mindsets represent opposing interpretations of language. NLP fans will resonate with 'reframing' of negative self-talk/thoughts into positive, 'growth' talk/thoughts.

The flow chart below allows us to compare the pathway of both types of mindset dealing with obstacles and challenges. Although these concepts may seem obvious, once you are aware of the opposing mindsets, it can often serve to pinpoint our negative 'blocks', and therefore reframe them in a much more positive way, rather than simply accepting that we cannot change/succeed.

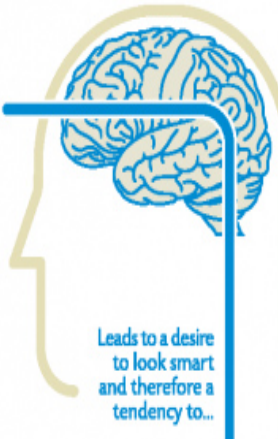
With this in mind, we can look at ways of coaching ourselves and others towards a more growth-focused mindset. The diagram below the flowchart gives useful tips on how to approach this. It is a question of subtleties of language and reinforcement of these positively reframed statements.

Thinking along these lines means that we owe a duty to be mindful of our own language, too. In order to reinforce a growth mindset in our charges, we must adopt one ourselves, and think about how we can support their growth using intelligent language, using positive statements to reinforce the vision and encourage our participants.

FIXED

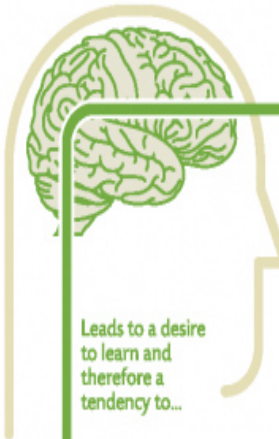
GROWTH

Fixed Mind-set
Intelligence is static



Leads to a desire to look smart and therefore a tendency to...

Growth Mind-set
Intelligence can be developed



Leads to a desire to learn and therefore a tendency to...

CHALLENGES

...avoid challenges

...embrace challenges

OBSTACLES

...give up easily

...persist in the face of setbacks

EFFORT

...see effort as fruitless or worse

...see effort as the path to mastery

CRITICISM

...ignore useful negative feedback

...learn from criticism

SUCCESS OF OTHERS

...feel threatened by the success of others

...find lessons and inspiration in the success of others

As a result, they may plateau early and achieve less than their full potential.

All this confirms a **deterministic view of the world.**

As a result, they reach ever-higher levels of achievement.

All this gives them a **greater sense of free will.**

Coaching a Growth Mindset

5 Questions to Develop a Growth Mindset



What did you learn from today's performance?



What steps did you take to make you successful today?



What are some different strategies you could have used?



How did you keep going when things got tough?

What can you learn from your opponent today?



5 Feedback Comments to Develop a Growth Mindset

This will be a challenging concept to learn, but I believe you can master it



You haven't got it yet, but you will if you keep working and thinking about it

I really appreciated your effort today



It is okay to take risks, that's how we learn



Getting better takes time and I see you improving



 @BelievePHQ

@SportPsychDunc 

What is it about the two mindsets that you personally recognise? What challenges do you find with the concept? How do you maintain a growth mindset? Are there times when you have a fixed mindset? Why do you think this is? How can this be reframed and develop into a growth mindset?