Innovation Definition: Mindsets Section Overview

Mindsets are established sets of attitudes held by someone. Carol Dweck, a Stanford psychologist and author of the book [Mindset: The New Psychology of Success](http://www.amazon.com/exec/obidos/ASIN/0345472322/braipick-20) ([public library](http://www.worldcat.org/title/mindset-the-new-psychology-of-success/oclc/58546262&referer=brief_results)) studied the power of our beliefs, both conscious and unconscious, and how changing even the simplest of them can have profound impact on nearly every aspect of our lives.

She found in her research two types of mindsets--a “fixed” or “growth” mindset. A “fixed mindset” assumes our character, intelligence, and creative ability are static which we can’t change in any meaningful way and success affirms this belief and thus rejects failure. A “growth mindset,” on the other hand, thrives on challenge and sees failure not as evidence of unintelligence but as a springboard for growth and for stretching our existing abilities. Thus, growth and learning about oneself happens through failure and iteration.

Since a fixed mindset is focused on static intelligence and growth mindset assumes intelligence can be developed, the underlying premise of innovation is to have an open, growth mindset. Historically, many government employees and agencies have relied on a fixed mindset. When anything “new” or “innovative” comes around it usually involves a shift in mindset to absorb the new way of thinking or an attitude. Essentially, it requires a growth mindset and that behaviors can be learned.

In this section you’ll find a few mindsets that are required to be more innovative. Over time we’ll add different mindsets to this section to further the growth and learning mindset mentality and to help you learn about new and emerging schools of thought. Here are links to the mindsets in this section:

* Lean & Lean Startup
* Human-Centered Design