



## Reading

As we've discussed, Carol Dweck's concept of a growth mindset has expanded beyond the field of childhood education and into the methods of coaching both athletes and employees. Her piece in the Olympic Coach Magazine is quite relevant for managers as well. Take 10 minutes to read it.

[http://www.teamusa.org/~media/USA\\_Volleyball/Documents/Resources/OlympCoachMag\\_Win%2009\\_Vol%2021\\_Mindset\\_Carol%20Dweck.pdf](http://www.teamusa.org/~media/USA_Volleyball/Documents/Resources/OlympCoachMag_Win%2009_Vol%2021_Mindset_Carol%20Dweck.pdf)

## Think About It

Core to a growth mindset is recognizing that others can change and improve their skills or practices.

Identify an instance in which you observed somebody learn to do something that you earnestly thought this person could *never* do. Was it a sibling of yours doing well in a class they had struggled in? A parent adopting a new technology? A child that achieved a personal best in a sport?

Who was it? \_\_\_\_\_

What did they do? \_\_\_\_\_

Why had you thought they would not be able to accomplish the task?

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What did they do differently?

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What could have been the implications of doubting this person's capabilities?

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