Growth Mindset

in Software Engineering

Confession

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- I did it right the first time
- I did it without too much effort

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Do you agree or disagree with these statements?

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2. Only a few people are extremely talented and are born with it.
3. I feel discouraged when I receive negative feedback about my performance or I avoid criticism.
4. If I try something several times and I'm still not good at it, I decide it isn't for me.

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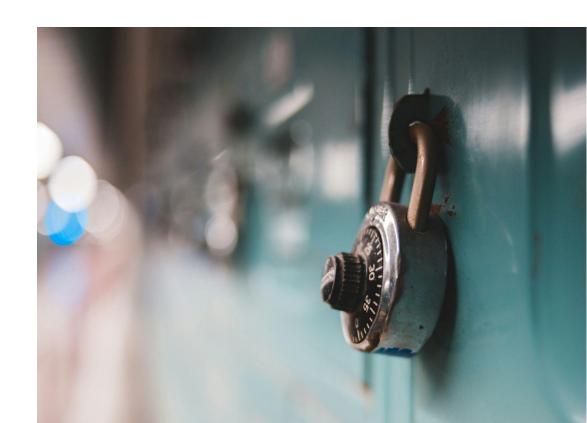
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FIXED MINDSET

What is a fixed mindset?

A way of thinking that views intelligence, talent, and other qualities as innate and unchangeable. People with a fixed mindset believe that they are either naturally talented or not.

What is a growth mindset?

The belief that a person's abilities can be improved through effort, learning, and persistence, instead of being born with them. People with a growth mindset view challenges and setbacks as opportunities to learn and grow.

Important things to keep in mind:

- Everyone can and does have BOTH mindsets!
- Growth mindset is NOT the same as being open-minded, flexible or positive
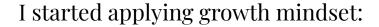- This is not just about praising effort
- Neuroplasticity!

The benefits! (aka, the data stuff) 🧠

- A flurry of brain activity when confronted with an error: https://pubmed.ncbi.nlm.nih.gov/22042726/
- Significantly lower stress due to life events: https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9046553/
- Higher test scores: https://www.edweek.org/leadership/growth-mindset-linked-to-higher-test-scores-student-well-being-in-global-study/2021/04

Back to the story, what happened next...

A respected colleague gave me feedback

If you see work that scares you, you should take in on

I started applying growth mindset:

- Asking questions in public
- Putting my hand up for more challenging work
- Using bugs and errors as opportunities for learning and progress

Outcomes:

- Expanding the top of my "T"
- Comfortable and relaxed at work
- More effective mentor and compassionate colleague

More ideas

- Use "yet" regularly
- Ask for feedback continuously
- Celebrate effort and process on your team and for yourself, not just success
- **For more: <u>Mindset: The New Psychology of Success: Dweck, Carol S.</u>**

Yet!