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# MINDSET

THE NEW PSYCHOLOGY OF  
SUCCESS

FOR PEOPLE IN TECH

YOUR MINDSET HAS THE BIGGEST  
EFFECT ON HOW YOU SEE  
YOURSELF AND OTHERS.

2 MINDSETS



FIXED  
MINDSET

GROWTH  
MINDSET

# TEST YOUR MINDSET?

PICK TWO YOU AGREE THE MOST WITH:

1. MY INTELLIGENCE IS SOMETHING VERY BASIC ABOUT ME THAT I CAN'T CHANGE.
2. I CAN DO THINGS DIFFERENTLY, BUT THE IMPORTANT PARTS OF WHO I AM CAN'T REALLY BE CHANGED.
3. NO MATTER HOW MUCH INTELLIGENCE I HAVE, I CAN ALWAYS CHANGE IT.
4. NO MATTER WHAT KIND OF PERSON I AM TODAY, I CAN ALWAYS CHANGE MYSELF SUBSTANTIALLY.

# RESULTS

WHICH MINDSETS DID YOU AGREE  
WITH MORE?

1 AND 2 SHOW FIXED MINDSET.

3 AND 4 REFLECT GROWTH  
MINDSET.

YOU CAN BE A MIXTURE, BUT  
MOST PEOPLE LEAN TOWARD  
ONE OR THE OTHER.

# BELIEF



## FIXED MINDSET

INTELLIGENCE IS **STATIC**

MY ABILITIES ARE **FIXED**.

FOCUS ON **VALIDATING**  
AND **PROVING** THEMSELVES.

PREFER TO **STAY** IN THEIR  
COMFORT ZONE

## GROWTH MINDSET

INTELLIGENCE CAN BE  
**DEVELOPED**.

MY ABILITIES CAN **GROW**.

FOCUS ON **LEARNING** AND  
**STRETCHING** THEMSELVES.

SEEK TO **STRETCH** THEIR  
COMFORT ZONE.

# DESIRES



## FIXED MINDSET

DESIRE TO LOOK SMART

CONCERNED ABOUT HOW  
OTHERS JUDGE ME.

OTHERS SHOULD NOT SEE  
ME STRUGGLE WITH  
ANYTHING.

## GROWTH MINDSET

DESIRE TO LEARN AND  
GROW

CONCERNED IF I AM  
LEARNING AND GROWING.

I DON'T CARE IF I LOOK  
STUPID TO OTHERS  
WHEN I AM LEARNING.

# WHEN FACING CHALLENGES



## FIXED MINDSET

AVOID CHALLENGES

IF I AM GOOD, THINGS  
SHOULD COME EASY.

GIVES UP EASILY.

## GROWTH MINDSET

EMBRACE CHALLENGES

I AM COMFORTABLE  
BEING UNCOMFORTABLE.

PERIST EVEN ON  
SETBACK.

# WHEN I FAIL



## FIXED MINDSET

I FEEL BAD

"I AM A FAILURE"

FOCUS ENERGY ON  
FINDING EXCUSE OR  
SOMEONE TO BLAME.

LET ME TRY TO  
PROTECT MY IMAGE  
AND HIDE MY  
DEFICIENCY.

## GROWTH MINDSET

I FEEL BAD

"I FAILED THIS TIME."

FOCUS ENERGY ON  
FINDING AND FIXING THEIR  
SHORTCOMING.

WHO CAN GIVE ME  
HONEST FEEDBACK AND  
HELP ME OVERCOME MY  
DEFICIENCY?



# MEANING OF EFFORT



## FIXED MINDSET

SEE EFFORT AS **NEGATIVE**.  
EFFORT IS ONLY FOR  
PEOPLE WITH DEFICIENCIES

IF I NEED EFFORT, THEN I  
AM NOT SPECIAL  
ENOUGH

WORRIED THAT THEIR  
BEST EFFORT WILL  
TURN OUT  
INADEQUATE

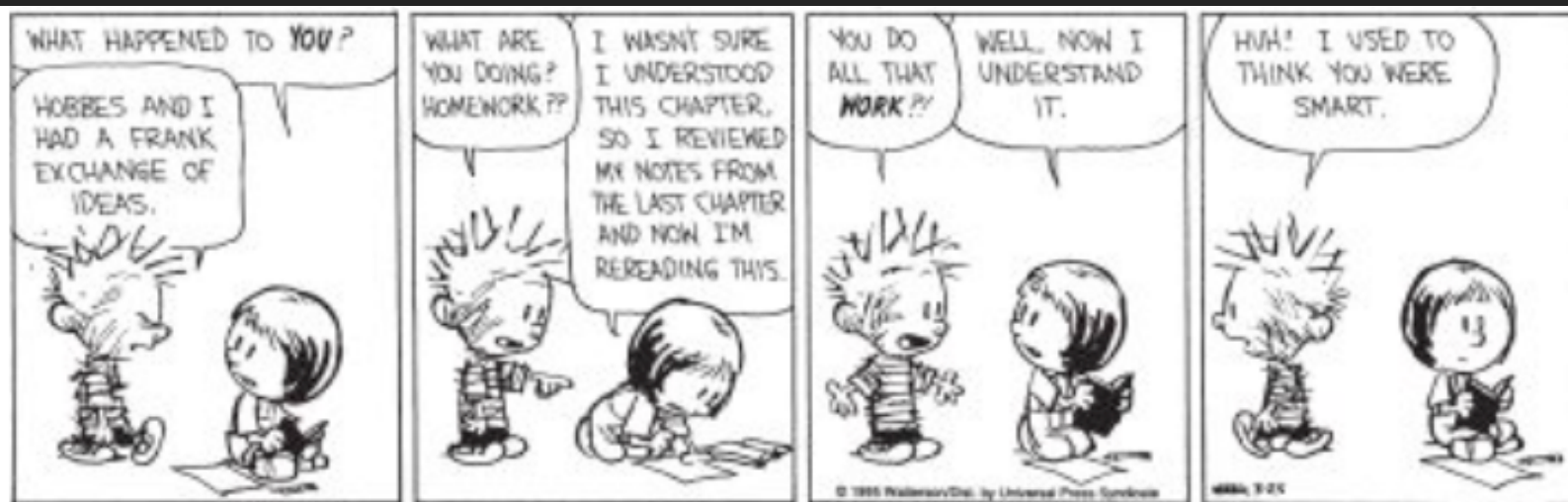
## GROWTH MINDSET

SEE EFFORT AS **PATH TO  
MASTRY**

DELIBERATE EFFORT IS  
THE WAY TO GROW.

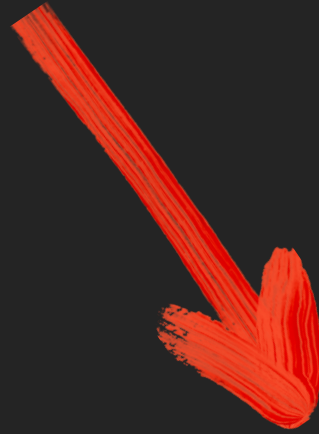
EVEN IF I FAIL, I WILL BE  
BETTER AT THIS THING  
THAN I AM TODAY.

# MEANING OF EFFORT

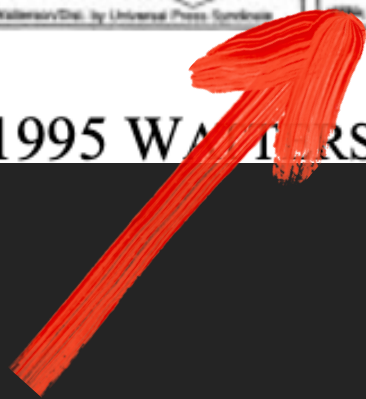


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GROWTH MINDSET



CALVIN AND HOBBS © 1995 WATTERSON.



FIXED MINDSET

# WHEN FACING CRITICISM



## FIXED MINDSET

AVOID PEOPLE WHO SHARE  
FEEDBACK

IGNORE USEFUL NEGATIVE  
FEEDBACK

GET DEFENSIVE TO  
FEEDBACK

SHUTS OUT FUTURE  
FEEDBACK.

## GROWTH MINDSET

SEEK OUT FEEDBACK  
FROM RIGHT PEOPLE.

OPEN TO LEARN FROM  
NEGATIVE FEEDBACK

SEEK TO UNDERSTAND  
WHEN THEY DISAGREE

THANKS AND WELCOMES  
FUTURE FEEDBACK

# MINDSET TO OTHERS SUCCESS



## FIXED MINDSET

THREATENED BY OTHERS  
SUCCESS

FINDS WEAKNESS AND  
FLAWS IN SUCCESSFUL  
PERSON

AVOIDS AND RESENTS  
SUCCESSFUL PEOPLE.

## GROWTH MINDSET

INSPIRED BY OTHERS  
SUCCESS

FINDS LESSONS TO  
LEARN FROM THE  
SUCCESSFUL PERSON.

ASSOCIATES WITH  
SUCCESSFUL PEOPLE.  
ADDS VALUE TO THEM.

AS A RESULT  
PEOPLE WITH



## FIXED MINDSET

PLATEAU EARLY

NEVER REACH THEIR  
POTENTIAL.

HITS THEIR LIMIT AND  
STAGNATE

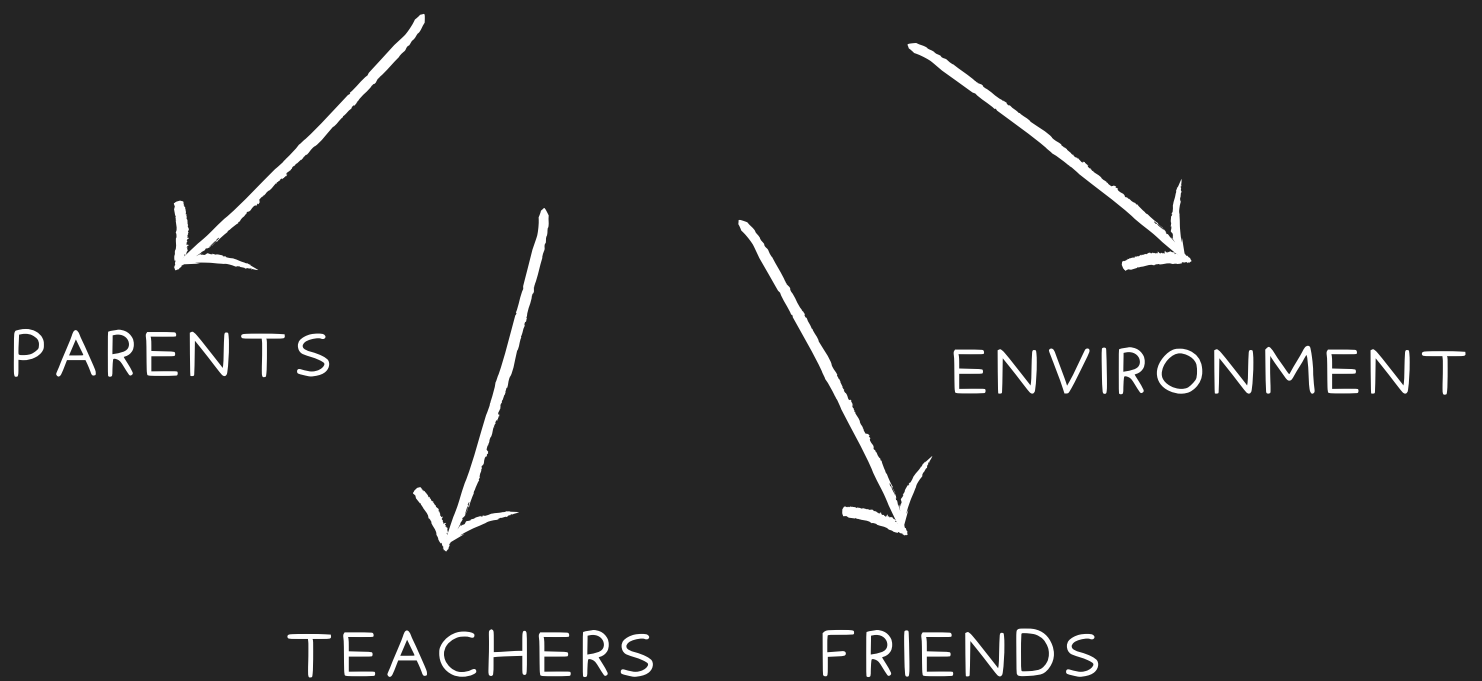
## GROWTH MINDSET

KEEPS GROWING

ACHIEVES AND THEN  
EXPANDS THEIR OWN  
POTENTIAL.

REACH EVER HIGHER  
LEVEL OF ACHIEVEMENT

# WHERE DID MY MINDSETS COME FROM?



# ROLE OF PARENTS

YOUR WORD AND ACTION CONSTANTLY  
PROGRAMS YOUR CHILD.

LISTEN TO WHAT YOU SAY TO YOUR KIDS  
AND TUNE IN TO THE MESSAGES YOU'RE  
SENDING.

ARE THEY MESSAGES THAT SAY:

YOU HAVE PERMANENT TRAITS  
AND I'M JUDGING THEM?

OR

YOU'RE A DEVELOPING PERSON  
AND I'M INTERESTED IN YOUR  
DEVELOPMENT?



# HOW DO I DEVELOP GROWTH MINDSET

- BECOME AWARE OF YOUR MINDSET(S). YOU MAY UNCONCIOUSLY HAVE FIXED MINDSET IN SOME AREAS.
- KNOW THAT YOU CAN CHOOSE AND CHANGE YOUR MINDSET.
- PUT YOURSELF AMONG GROWTH SEEKERS.
- WORK WITH THE BEST POSSIBLE MENTORS AND MANAGERS.

THE GREATEST TEACHERS AND COACHES PROVIDE HIGH STANDARDS AND A NURTURING ENVIRONMENT TO ACHIEVE THEM.

# ROLE OF MENTORS

HOLD A MIRROR TO FIXED  
MINDSETS.

SHOW THAT ITS JUST THAT  
YOUR ATTEMPT FAILED. YOU  
ARE NOT A FAILURE.

ENCOURAGE TO LOOK FOR  
LESSONS IN FAILURE

UNCOVER YOUR POTENTIAL.

ENCOURAGE PUTTING EFFORT.

UNCOVER WHERE YOU SHOULD  
PUT EFFORT.

I RUN THE CAREER  
ACCELERATOR BOOTCAMP.

CHECKOUT WHAT MY  
STUDENTS SAY...

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NEXT COHORT AUG 2



**Abhishek Jaitley**  · 2nd

Software Engineer at Google

April 12, 2022, Abhishek was Krishna's client

I was part of Krishna's career accelerator bootcamp. I found the bootcamp to be excellent both in terms of the design and execution. The course content was very thorough and was built on Krishna's extensive experience as an Engineering leader. Having risen through the ranks and had a successful career himself he knows the pitfalls that are common amongst engineers. The course covered actionable ways to improve in these areas to thrive as someone in tech. The activities were really well thought out and helped me practice the new frameworks and ways of thinking that were introduced as part of the bootcamp. Krishna encouraged discussion during the course on all the topics which made it a highly effective learning experience as we learnt not only from Krishna's experience but also from other engineers and managers. There is a lot of generic advice on the internet but this is a highly effective course for people in tech looking to accelerate their growth. There are no quick tricks here, instead there are subtle changes in way of thinking and that makes the career growth long lasting and sustainable.

ABHISHEKH IS SOFTWARE  
ENGINEER @



AMULYA IS SDE @



**Amulya Yeduguri** · 2nd

SDE at Amazon Web Services

March 31, 2022, Amulya was Krishna's client

I am glad I gave the Krishna's Bootcamp a chance, it might not seem a very attractive one to try at first, especially if you already have a job and are comfortable, but this turned out to be one of those things the universe conspired me to try out and I am so grateful for it. The ideas, mechanisms Krishna taught us through his experience and research are all force multipliers. Implementing even 10% of the ideas rigorously will ensure we reach our potential. The bonus was the amazing high-energy friends I made and the invaluable discussions we had and continue to have (we now regularly meet to learn from each other even after boot camp ended). I hope to put those ideas to practice and look forward to achieving things that I did not think possible.



**akanksha mehrotra**  · 1st

Senior Software Engineer at Dropbox

April 13, 2022, akanksha was Krishna's client

I took Krishna's bootcamp and it helped me overall to grow in my professional life. We did many activities in groups during the bootcamp which helped me to identify my strength and weakness. I was also able to build some great connections during the bootcamp. His bootcamp is systematic where you learn how to do project estimates, how to do design a project, how to get a promotion faster and I would highly recommend Krishna bootcamp Software Engineer, managers.

**AKANKSHA** IS SOFTWARE  
ENGINEER @ **DROPBOX**



**Siddharth Srivastava** · 1st

Software Engineer

March 25, 2022, Siddharth was Krishna's client

I came across Krishna's bootcamp from a personal connection who in my opinion was doing really well in her career, so I was very intrigued when she talked so highly about this program. Needless to say, I had pretty high expectations of the program, and to my pleasant surprise, my expectations were exceeded. I realized that I had some fundamentally wrong beliefs related to growth in general. In Krishna's bootcamp, they were all challenged and I am seeing a tremendous shift in my thinking and approach towards growth and career. The cohort has a mix of ICs and managers, people who have barely been in the industry for a couple of years to principals and staff. The experience and expertise of such a group combined with Krishna's insights are nothing less than a goldmine of career-impacting information. Will recommend this program to anyone in a heartbeat!

**SIDDHARTH** IS SDE @**AMAZON**