

Growth Mindset (Grit)

Q: What is an important ingredient in the learning process?

- A: FAILURE

FAILURE IS NOT SOMETHING TO FEAR

“Failure is not a step backward; it’s an excellent stepping stone to success. We never learn to move out of our comfort zone if we don’t overcome our fear of failure.

The most progressive companies deliberately seek employees with track records reflecting both failure and success.

That’s because someone who survives failure has gained irreplaceable knowledge and the unstoppable perseverance born from overcoming hardship.”

~William Arruda, [Forbes.com](https://www.forbes.com)~

So what does **failure** have to do with growth mindset or grit?

A: Our mindsets have a significant impact on how we view failure and success

Mindset Self-Assessment

1. Record the number (0-3) for each question which best describes you
2. Total and record your score when you have completed each of the 10 questions
3. Using the SCORE chart, record your mindset

Mindset Self-Assessment

	Strongly Agree	Agree	Disagree	Strongly Disagree
Your intelligence is something very basic about you that you can't change very much	0	1	2	3
No matter how much intelligence you have, you can always change it quite a bit	3	2	1	0
Only a few people will be truly good at sports, you have to be born with the ability	0	1	2	3
The harder you work at something, the better you will be	3	2	1	0
I often get angry when I get feedback about my performance	0	1	2	3
I appreciate when people, parents, coaches or teachers give me feedback about my performance	3	2	1	0
Truly smart people do not need to try hard	0	1	2	3
You can always change how intelligent you are	3	2	1	0
You are a certain kind of person and there is not much that can be done to really change that	0	1	2	3
An important reason why I do my school work is that I enjoy learning new things	3	2	1	0

Mindset Self-Assessment

SCORE CHART

22-30 = Strong Growth Mindset

17-21 = Growth with some Fixed ideas

11-16 = Fixed with some growth ideas

0-10 = Strong fixed mindset

MY SCORE:

MY MINDSET:

What encompasses a Fixed Mindset?

- A fixed mindset assumes
 - that our character, intelligence, and creative ability are static givens.
 - That we can't change these traits in any meaningful way.
 - That success is the affirmation of that inherent intelligence.
 - That striving for success and avoiding failure at all costs become ways of maintaining the sense of being smart or skilled.

Nurturing a Growth Mindset

- A growth mindset
 - thrives on challenge and sees failure “as a heartening springboard for growth and for stretching our existing abilities.”
 - They feel a person’s true potential is unknown.
 - They feel it’s impossible to foresee what can be accomplished with years of passion, toil, and training.

Growth Mindset

- A growth mindset is based on the belief that ***your basic qualities are things you can cultivate through your efforts.***
- Although people may differ in every which way (in their initial talents and aptitudes, interests, or temperaments), ***everyone can change and grow through application and experience.***

Nurturing a Growth Mindset

- In one world, failure is about having a setback. Getting a bad grade. Losing a tournament. Getting fired. Getting rejected. To a person with a Fixed Mindset ...*It means you're not smart or talented.*
- However, in the other world, real failure is about **not growing** and **not reaching for the things you value**. *It means you're not fulfilling your potential.*

What Kind of Mindset Do You Have?



I can learn anything I want to.
When I'm frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I'm inspired.
My effort and attitude determine everything.



I'm either good at it, or I'm not.
When I'm frustrated, I give up.
I don't like to be challenged.
When I fail, I'm no good.
Tell me I'm smart.
If you succeed, I feel threatened.
My abilities determine everything.

Growth Mindset

Underlying principles of growth mindset:


Belief: in change, capacity to grow, and build skills

Focus: on process, journey, getting better

Please play <https://www.youtube.com/watch?v=EIVUqv0v1EE>

GRIT

- Grit is the tendency to sustain interest in and effort toward very long-term goals. (Sticking with things and not giving up)
- It has been found that grit—a combination of passion and perseverance for a singularly important goal—is the hallmark of high achievers in every domain.
- There is also scientific evidence that grit can grow.

A photograph of a young child with curly hair, wearing a blue t-shirt and white shorts, running away from the camera on a sandy beach. The child is leaving a trail of footprints in the sand. In the background, the ocean is visible, and another person can be seen standing further away. The sky is overcast. The image is framed by teal and black decorative borders on the left and right sides.

Grit is passion and perseverance
for very long-term goals.

Grit is having stamina.

Grit is sticking with your
future, day-in, day-out.

Not just for the week,
not just for the month,
but for *years*.

And working really hard
to make that future a
reality. Grit is living life
like it's a marathon,
not a sprint.

—*Dr. Angela Lee Duckworth*



SUCCESS



**WHAT PEOPLE THINK
IT LOOKS LIKE**

SUCCESS



**WHAT IT REALLY
LOOKS LIKE**

First
Attempt
In
Learning

A Growth Mindset...

Why does it matter?

- Mounting evidence through research such as a recent Rice University study indicate that having
 - 1) a growth mindset,
 - 2) a sense of belonging and social integration into campus life, and
 - 3) an intrinsic motivation to achieveleads to better grades and increased likelihood to graduate

How can I adapt my growth mindset?

A: Try something new, make mistakes, reflect

Try a different approach

Making mistakes is part of the process

Focus on what will I learn/what did I learn (rather than success or failure)

Guess What?

- You are capable of much more than you think
- I believe in everyone here...but the ultimate goal is for you to also believe in yourself
- Failure is ok...but you need to stand up after you fall / fail
- We will all support each other as we take risks and attempt new learning
- You will be challenged – embrace the challenges and the successes that come once you overcome the challenges
- You can go beyond your self-perceived limits... your instructors may push you because we want you to succeed and we want you to be successful in our industry