

BUZZ SESSION GROWTH MINDSET LANGUAGE

Growth mindset

This buzz session helps people to recognise their fixed mindset language and behaviours and offers alternatives. It also promotes teamworking with growth mindset language and behaviours.

Time: 10 minutes
Resource: Paper, pens and prizes
 Growth mindset intro slides, growth mindset language and top tips sheets



1. Explain that the session will look at the types of language that can enable growth mindset.

Ask the team to work in pairs to describe fixed and growth mindset in a sentence. Feedback answers and give a prize for the best one.

2. Introduce the activity.

Show the growth mindset intro slides. Slide 1 can be used to recap. Slide 2 illustrates growth mindset behaviours in more detail.

3. Give out sheets of paper and ask them to draw a line down the middle. On one side write 'Fixed' and on the other write 'Growth'.

Ask people to write down all of the language they hear (and use themselves) that represents fixed mindset. Share examples.

4. Repeat the exercise but this time they should give growth language alternatives. Share examples.

5. Share ideas on how language can help coach and support others.

Encourage people to commit to using one or two of the phrases from the growth mindset list.

BUZZ SESSION **GROWTH MINDSET LANGUAGE****Running the session:**

Growth mindset language can be used to face challenge and also to coach others.

Individuals need to be aware of their approach to challenges and learning new skills. They need to be aware of the effort made and their reaction to feedback and setbacks. Questioning whether we are approaching a task with a fixed or growth mindset will allow us to reflect and refine our language and behaviours.

As teams, we can help each other. If someone has a fixed mindset, supporting and helping will facilitate a change. First, understand the belief that underpins the fixed mindset. Then, help them to think differently.

Theory:

In preparation for the session, read: <https://positivepsychologyprogram.com/growth-mindset-vs-fixed-mindset/>

Growth mindset is about language, behaviours and awareness. It takes continual awareness to maintain growth mindset.



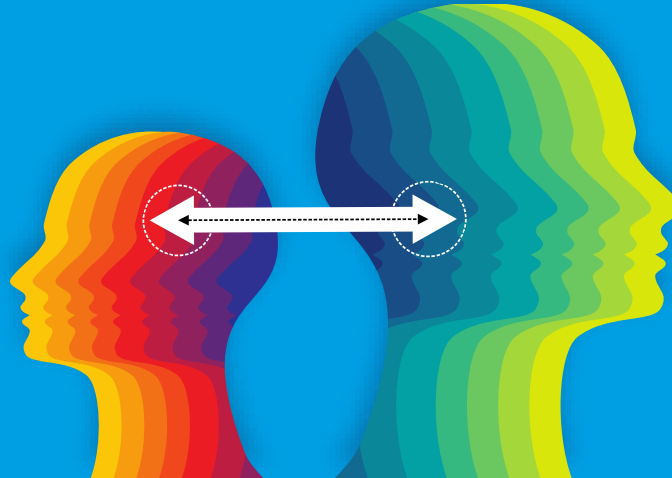
TWO MINDSETS

CAROL S. DWECK, Ph.D

FIXED MINDSET

Intelligence is static.

Leads to a desire to look smart and therefore a tendency to not give things ago through fear of failure.



GROWTH MINDSET

Intelligence can be developed.

Leads to a desire to learn and therefore a tendency to give things ago, have persistence and make mistake.

BUZZ SESSION **GROWTH MINDSET LANGUAGE**

FIXED MINDSET

- Innate
- Unchanging

- Something to avoid
- Will reveal lack of skills
- Overwhelm

- Ineffective
- Linked to not being good enough

- Defensive
- Takes personally

- Blame others, not my fault
- Easily discouraged

SKILLS

CHALLENGES

EFFORT

FEEDBACK

SETBACKS

GROWTH MINDSET

- Result of hard work
- Can always improve

- Embrace
- Opportunity to change
- Calls for perseverance

- Essential
- Leads to mastery

- Useful & Positive
- Welcomed
- Identify areas to improve

- Opportunities to learn from
- Focus on making changes