



GROWTH MINDSETS – RECOGNISING MINDSETS

How can we tell the difference between a fixed mindset and a growth mindset?

This cheat sheet will help you to further understand the language and behaviours of fixed and growth mindsets, so that you can recognise them in yourself and others.

By understanding how people view particular tasks and challenges, you can provide the most relevant and effective support.

TWO MINDSETS

Think about your own approach to work and tasks. Sometimes you will have a growth mindset, and sometimes, not so much! There are lots of factors that can affect our mindsets. Just because a task may seem hard, it doesn't mean that we will necessarily approach it with a fixed mindset, particularly if it is something that we are keen to achieve.

DEVELOPING THE LANGUAGE AND BEHAVIOURS OF A GROWTH MINDSET

Here are some of the factors that may affect our mindset:

- Our perception of the task – whether we think it is easy or hard.
- How interested we are, as well as our motivation and will to do it.
- Whether or not we are being self-directed, or directed by others.
- How much time we have, and what our current workload looks like.
- How we are feeling physically and mentally.

The language of growth mindset

People with a growth mindset use positive and optimistic language. They recognise that challenging situations:

- Are temporary, not permanent - 'I can't do it yet.'
- Happen to everyone, not just them – 'Other people have dealt with this successfully, I can learn from them.'
- Are manageable, and don't affect every aspect of their lives – 'I've made a mistake, but I can learn from it and move on.'
- Require a level of self-awareness to aid understanding – 'I didn't put in the effort, so that's why I've not been successful this time.'

The behaviours of growth mindset

People with a growth mindset are more willing to work outside of their comfort zone. They are more likely to put time and effort into:

- Thinking creatively and solving complex problems.
- Reflecting on what happened; recognising and learning from mistakes.
- Asking for feedback and taking it on board.
- Growing their self-awareness.

Give it a go...

Learn to hear fixed mindset language, in yourself and others. Recognise it and talk back with growth mindset phrases, such as:

- What am I missing?
- What assumptions am I making about the situation?
- Is that fact, or my judgement?

Role model 'persevering' or 'adapting when things go wrong' by showing how you overcome obstacles and bounce back from major setbacks. Share this through stories.

Share your own learning experiences, how you found things out and that it's okay not to know it all. Notice and praise a learning process. Use phrases such as, "I noticed you..."

Help people to recognise and correct their own and each other's fixed mindset language, e.g. agree not to use the terms 'never' and 'always'.

Ask yourself and your team challenging questions:

- What could someone else have done differently?
- What can you learn from this situation, rather than feeling it's a lost cause or wasted?

2 MINDSETS



Fixed Mindset

INTELLIGENCE IS STATIC

LEADS TO A DESIRE TO LOOK SMART AND THEREFORE A TENDENCY TO...



Growth Mindset

INTELLIGENCE CAN BE DEVELOPED

THIS LEADS TO A DESIRE TO LEARN AND THEREFORE A TENDENCY TO...



ALL THIS CREATES
ADAPTABILITY AND AN
OPENNESS TO IDEAS.

AS A RESULT, MAY
PLATEAU EARLY AND
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