

WHAT IS A GROWTH
MINDSET AND WHY
SHOULD YOU CARE?

You've probably heard how important attitude is for success? Or how having a positive, growth mindset is more likely to help you achieve your outcomes, than having a negative, fixed mindset?

GROWTH MINDSET

Growth mindset is a strong belief and desire to learn, and an attitude that skills and ability can be developed. In contrast, a fixed mindset means thinking that skills and abilities are 'fixed'. This leads to us thinking that there is no point in having a go, as there is nothing we can do to improve.

Shifting from a fixed mindset to a growth mindset, can be the difference between saying/feeling 'I can't' or 'We've always done it like that' to 'I can't yet' or 'Let's try another way.'

Why is it important to have a growth mindset?

We know that;

- People with a growth mindset work harder, are more persistent, and are more open to challenges, than people with a fixed mindset.
- People with a growth mindset learn and grow faster and better, than people with a fixed mindset.

Is it okay to make mistakes?

We all make mistakes – and some are bigger than others! The important thing is how we react to them. Growth mindset is about always giving something a go, even if you get it wrong, and then learning from those mistakes for the future. If we take a growth mindset approach and make a mistake we;

- Reflect on what happened and why.
- Problem solve and think how we would do things differently next time.
- Are brave and have another go.

A growth mindset helps us learn from setbacks and mistakes.

Have you heard of bouncebackability? It's the capacity to recover quickly from a setback. It's also about understanding that, just because something went wrong on this occasion, it doesn't mean that it will next time.

For example, a person might get stuck when working on a new piece of software. Last time they had problems, they sent IT an email to book learning time. However, that meant waiting for the problem to be resolved, preventing them from getting on. Having reflected on this, they decide that this time, better options might be to look on the internet for solutions, or think of other people who use the system and ask for their advice.

A little bit of science...

Neuroscience tells us the brain is flexible and always up for learning.

So the ability to learn and take on new ideas and tasks is in us all, it's the belief of I can or can't that really is the sticking point. In short that's what growth mindset is, it's down to beliefs.

If we believe ability and intelligence are set; that we are or aren't born intelligent or with inherent skills, it leads to a lack of effort and feelings of helplessness - a 'what's the point?' attitude. People then attribute their failures to lack of ability become discouraged, even in areas where they are more than capable.

On the other hand, those who understand they haven't tried hard enough, haven't tried all possibilities or might not know all the answers, learn more and are more open to learning from mistakes.