



DLC
TRAINING
GUIDE TO

In this guide, we will cover four key parts of understanding and gaining a Growth Mindset, including how it can be used to overcome problems, how to maintain one, and potential problems with the idea in reality.

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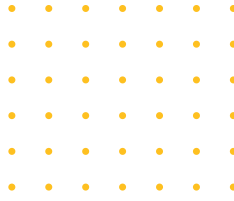
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✉ info@dlctraining.co.uk

A DLC TRAINING GUIDE TO

GROWTH MINDSET

WHAT IS GROWTH MINDSET?



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“What are the consequences of thinking that your intelligence or personality is something you can develop, as opposed to something that is a fixed, deep-seated trait?”

Carol Dweck - Mindset: The New Psychology of Success.

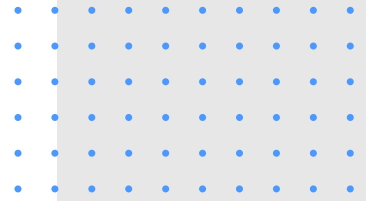
GROWTH MINDSET EXPLAINED

Originally put forward by Stanford University Psychology Professor Carol Dweck, *Growth Mindset* is the idea of using your time and energy to further your knowledge base and overall outlook. This is achieved by altering your approach to things around you such as problems, as well as what you do with your spare time.

As a concept, *Growth Mindset* centres on using opportunities and time to grow and expand, but it also involves pushing away from common ideas of success and failure. This includes objective standards and measuring yourself against others in terms of winning and losing.

Dweck's concept goes further than just cultivating and examining a *Growth Mindset* by looking at the alternative; a Fixed Mindset. Having a Fixed Mindset means someone believes more in static traits and behaviours, is less likely to use opportunities to grow and learn, and will instead spend their time and effort comparing themselves to others and ascribing blame to various factors and setbacks.

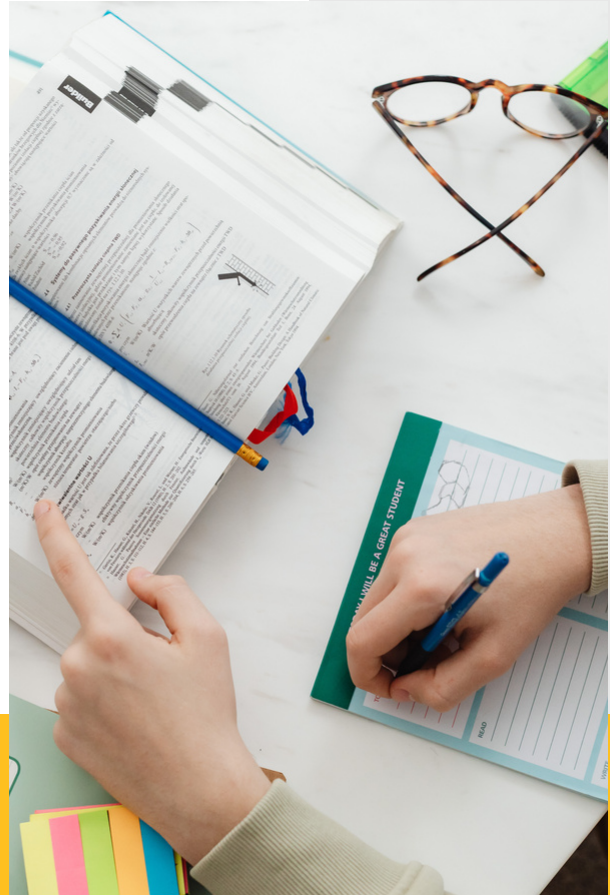
UNDERSTANDING A GROWTH MINDSET



Although perhaps not applicable to all parts of life (or age groups) understanding how to grow your mind has a huge range of benefits.

Growing our minds, expanding how we think, and making sure we know as much as we can is often key to progress and therefore success.

But understanding how it can be done, how we can adapt to ensure it, and the overall benefits are in themselves fundamental to achieving it.



IN THIS GUIDE

In this guide, we will cover four key parts of understanding and gaining a *Growth Mindset*, including how it can be used to overcome problems, how to maintain one, and potential problems with the idea in reality.



Growth vs Fixed Mindset

What they are, who has them, and how they differ.



How to Grow Your Mind

How it's done and where it can get you in the real world.



Overcoming Problems with Growth

The difference between the "now" and the "not yet".

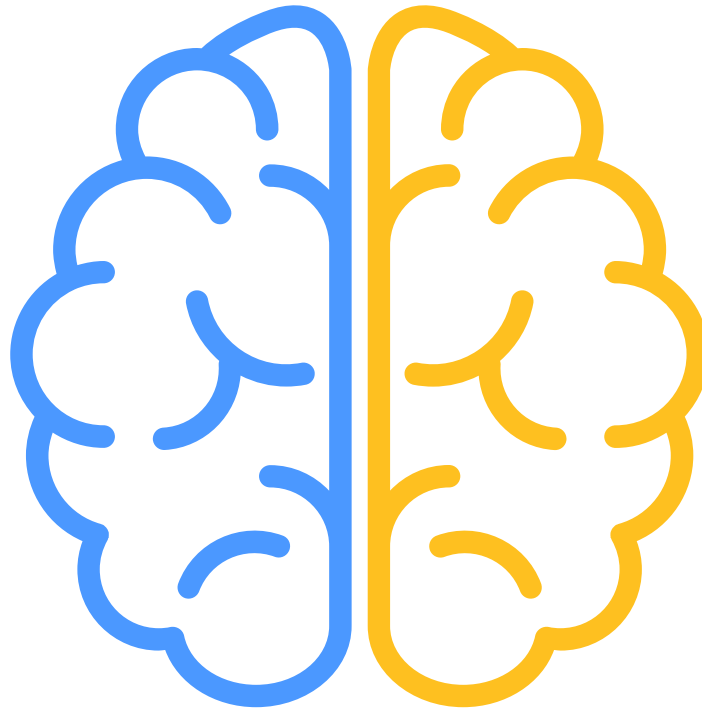


A Growth Mindset in Practice

Potential problems with Growth Mindset in reality.

GROWTH MINDSET VS. FIXED MINDSET

In her research Dweck puts forward the idea of the *Growth* and *Fixed* mindsets.



01

GROWTH MINDSET

"In this mindset, the hand you're dealt is just the starting point for development. This growth mindset is based on the belief that your basic qualities are things you can cultivate through your efforts."

Carol Dweck - Mindset: The New Psychology of Success.

02

FIXED MINDSET

"Every situation calls for a confirmation of their intelligence, personality, or character... Will I succeed or fail? Will I look smart or dumb? Will I be accepted or rejected? Will I feel like a winner or a loser?"

Carol Dweck - Mindset: The New Psychology of Success.

HOW THEY DIFFER

Essentially it comes down to one outlook (*Growth*) seeing a hand of cards as a starting point and an opportunity, and the other (*Fixed*) as the cards you are given as the be-all and end-all of whether you will win or lose, and after that how you will feel.

This comparison does draw the critique of circumstance, in some situations, like playing cards, no level of optimism, hope or positive attitude, can alter the cards you have or might get. But the difference in outlooks comes down to how you move on from each loss or win, and whether you can turn them into a positive learning experience, or simply put down the result (and the effect it has on you) to a fixed unchangeable fact.

HOW TO GROW YOUR MIND

GROWTH VS FIXED IN PRACTICE

Taking the concepts further, the two outlooks can be boiled down to an opposing view on the ideas of risk, effort, and value. *Fixed* mindsets lead to people avoiding effort, often as they believe the perceived value isn't worth the energy. A *Growth* mindset is the opposite, leaning into "growth" and possibly even risk, for the chance to learn and grow.

GROWING, READING AND PRODUCTIVITY

"Read 500 pages like this every week. That's how knowledge builds up, like compound interest." – Warren Buffet on gaining knowledge.

Billionaire Warren Buffet put his knowledge of the market down to simply reading as much as he could. His partner Charlie Munger did the same, and between the two of them, who continuously grew their knowledge base, they made billions with quick, fact-based decisions.

But just reading isn't enough, it's the what and how that becomes vital to growing your mind.

There is a vast difference between an hour spent reading a book or information that will help you grow and learn, or spending an hour on social media, and looking through your emails.



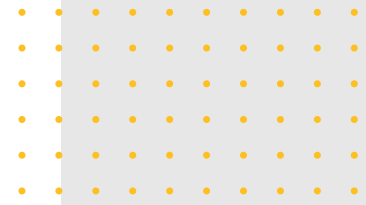
It's also worth noting the illusion of productivity that comes from things like looking at social media, reading your emails and checking basic things off your to-do lists.

Each of them satisfies the dopamine rush we all get when achieving something we set out to do (it's why so many of us put things we've already done on our to-do lists just to immediately tick them off).

And yet that's an immediate rush that feels like it helps in the short-term, but if we instead use that time to properly learn and grow (as well as not congratulate ourselves for already finishing small and simple tasks) we will be much better off in the long run.

In short, the idea of growing, reading, and productivity comes down to properly and effectively using your time and abilities, for long-term benefits rather than short-term returns.

OVERCOMING PROBLEMS WITH GROWTH



“in the growth mindset, failure can be a painful experience. But it doesn’t define you. It’s a problem to be faced, dealt with, and learned from.” Carol Dweck

In Dweck’s TED Talk from 2014, she summarises the *growth* vs *fixed* mindset approaches to solving a problem. Dweck explains that there are plenty of benefits from operating outside of your comfort zone, as long as your approach is correct; “Are you not smart enough to solve it or have you just not solved it yet.”

A *Fixed Mindset* might give up on the problem, as they believe the effort isn’t worth the outcome, or that they are simply unable to solve it, due to their own shortcomings. A *Growth Mindset* would focus on the idea of not being able to solve it “yet”, and would look at it as something to learn and grow from.



CASE STUDY

Dweck goes on to explain this concept across several studies on 10-year-olds. The brain activity in the students was measured after being unable to solve a problem. Those who were in the fixed mindset had very little response to being unable to solve the problem, they ran away from it and refused to engage with the problem.

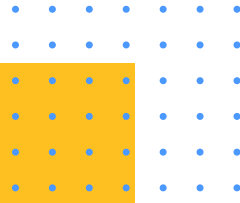
In many cases, they looked for someone who did worse or even admitted that they’d just cheat if they had to do it again. Those that Dweck explains have the growth mindset instead measured much more brain activity, as they are processing and learning from the problem.

This comes down to the difference in the mindsets, and how they revolve around the “now” and the “not yet”.

During her TED Talk Dweck explains that she “heard about a high school in Chicago where students had to pass a certain number of courses to graduate, and if they didn’t pass a course, they got the grade “Not Yet.” And I thought that was fantastic, because if you get a failing grade, you think, I’m nothing, I’m nowhere. But if you get the grade “Not Yet” you understand that you’re on a learning curve. It gives you a path into the future.”

A GROWTH MINDSET IN PRACTICE

Potential problems with maintaining Growth Mindset in reality.



IDEAS AND REALITY

Like many ideas on how the brain works and how people can or should change their behaviour for better results, there is a big difference between something on paper and something in practice.

And trying to change how you approach and react to situations can be difficult.

CAN IT WORK FOR EVERYONE?

Some criticism has been levelled at the *Growth Mindset*, in particular the idea of measuring the motivation of children. Is there much logic in assessing whether a six-year-old wants to learn, and to what degree *can we* or *should we* alter this behaviour?




There are also some clear situations where staying positive and not letting a loss or defeat affect you can have a negative impact. So perhaps *Growth Mindset* can't work for everyone all of the time.

But in a general sense, in particular for adults and people trying to overcome problems, positivity and productive thinking (i.e. a *Growth Mindset*) have clear benefits.

It revolves around treating every situation like an opportunity, rather than letting circumstance and things like "luck" be determining factors.

The overall benefits of maintaining a healthy mindset, listening to people with diverse views, and staying open to and aware of new ideas and information can only make you a more open, well-rounded and successful person.



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