

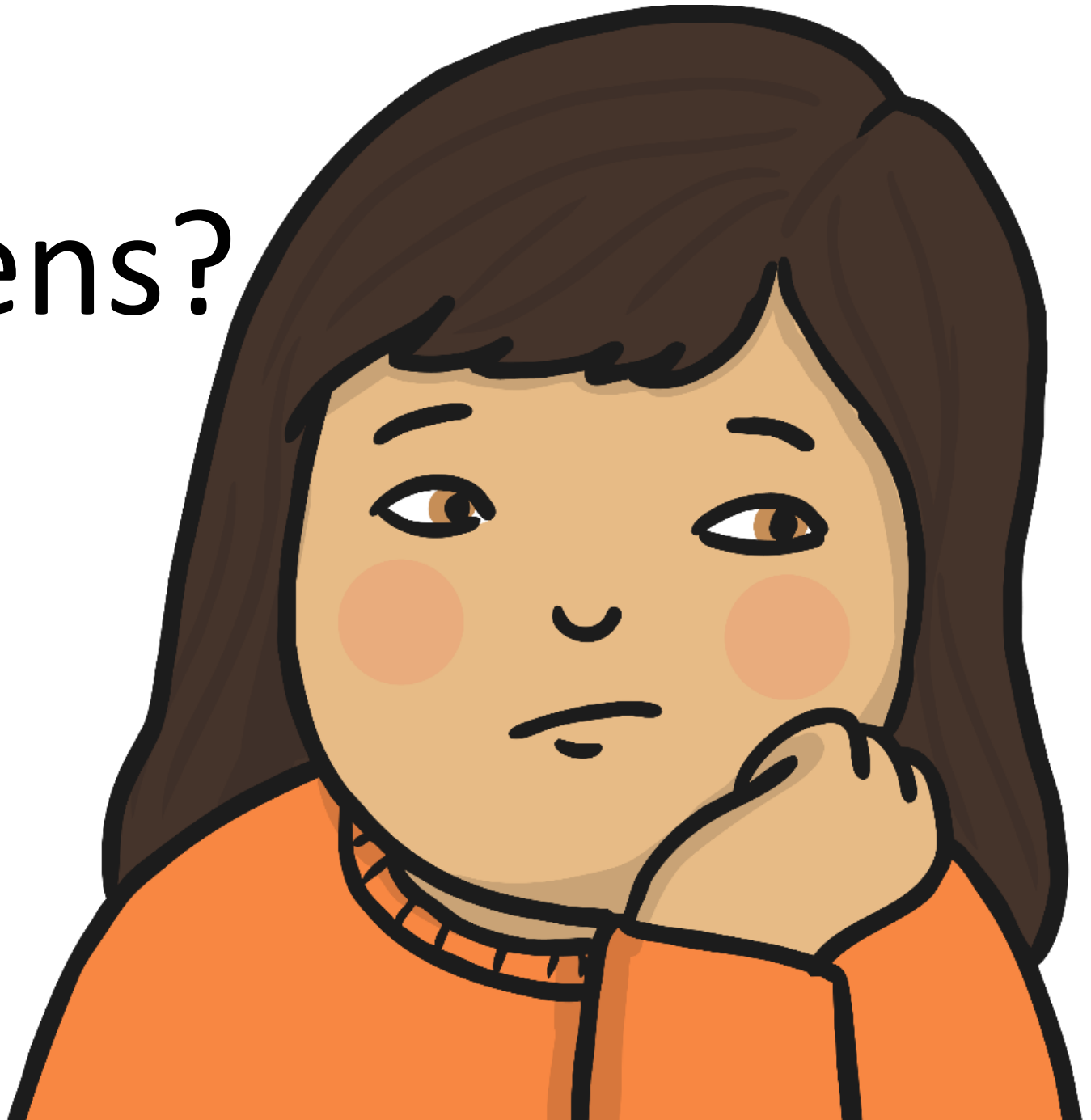


Why do  
some people  
achieve their  
potential  
whilst others  
do not?

We don't see  
unmotivated babies...

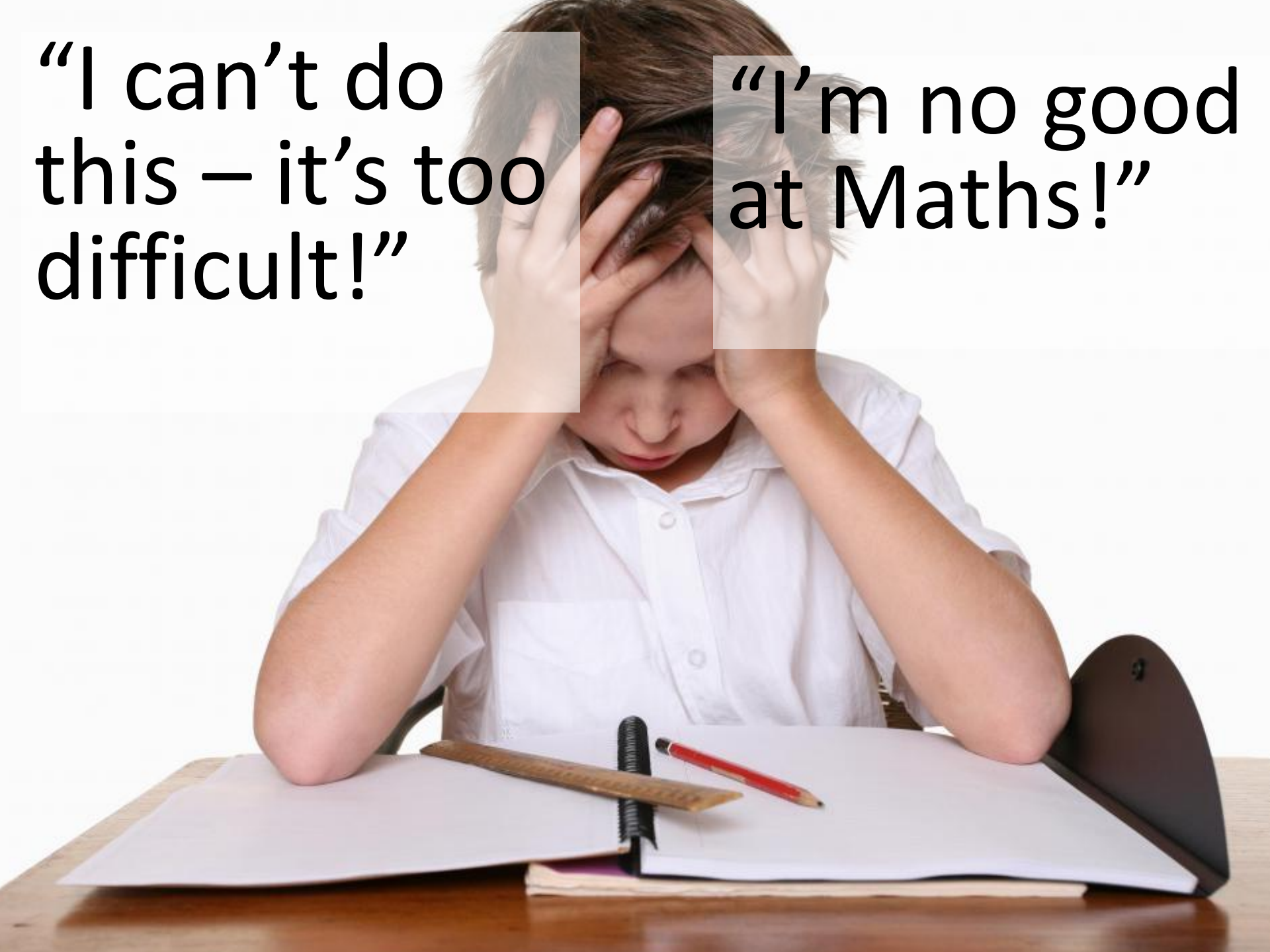


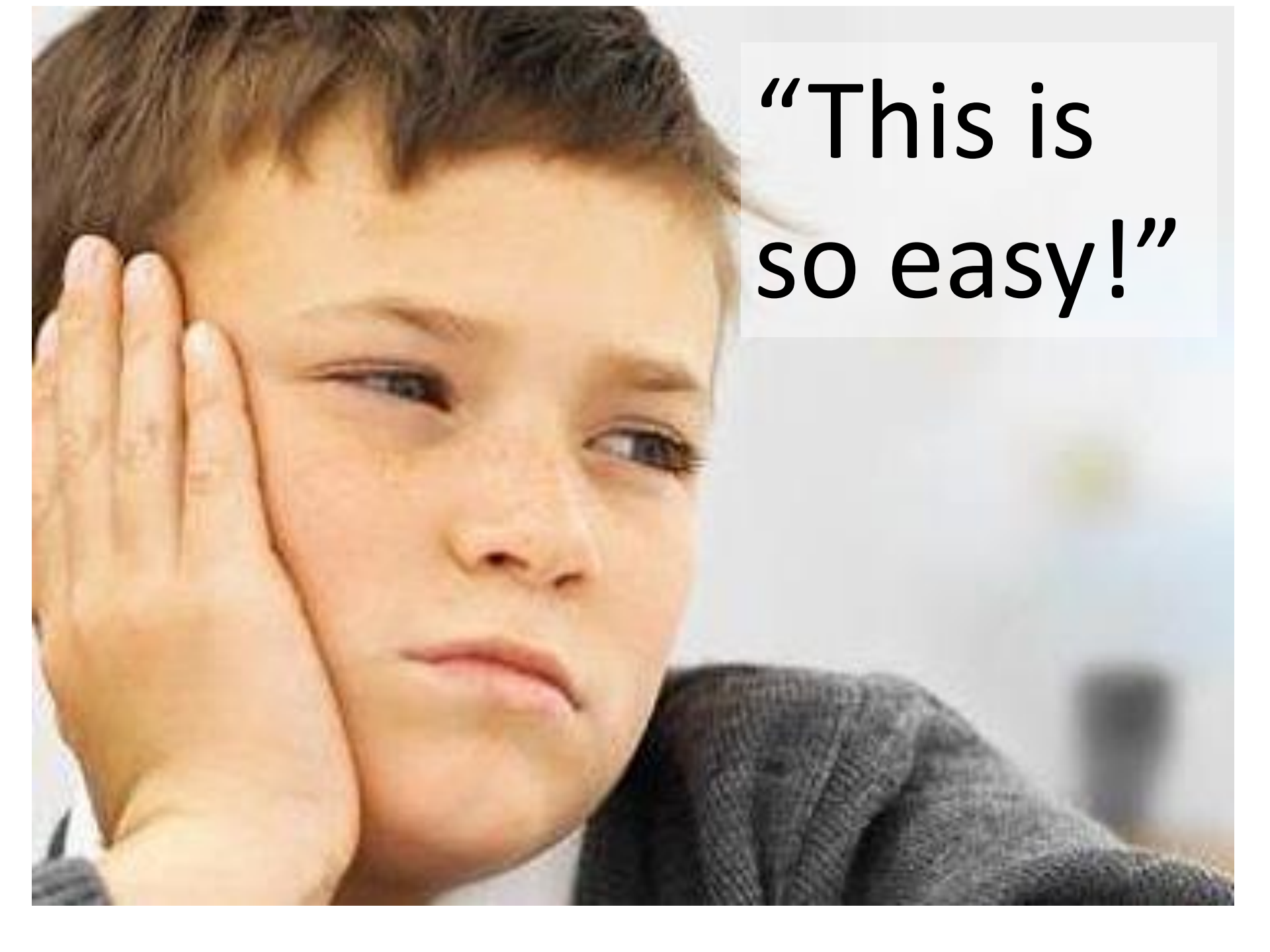
What  
happens?



“I can't do this – it's too difficult!”

“I'm no good at Maths!”



A close-up photograph of a young boy with short brown hair. He has a skeptical or weary expression, with his right hand resting against his cheek and chin. He is looking slightly to the right of the camera. The background is out of focus, showing a light-colored wall and a dark object in the distance. The text "This is so easy!" is overlaid in the upper right corner of the image.

**“This is  
so easy!”**

“I was rubbish  
at maths!”

“I’m hopeless  
at spelling.”

“Sophie isn’t as  
bright as my  
eldest.”

“We don’t read  
in our house...”

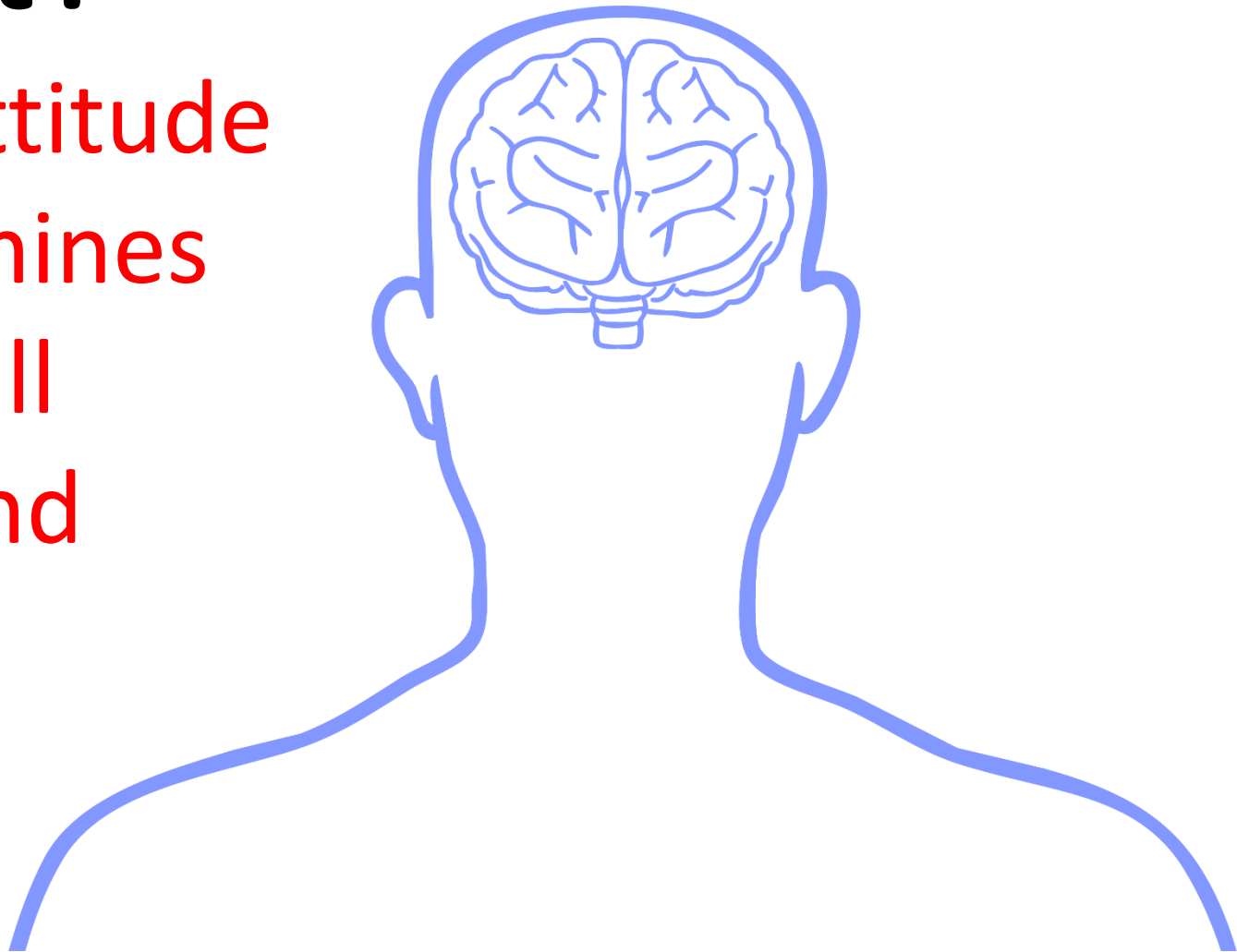


# The Growth Mindset theory



# What is mindset?

A mental attitude  
that determines  
how you will  
interpret and  
respond to  
situations.





[Video: How To Help Every Child Fulfil Their Potential](#)

# CAROL DWECK

HOW TO HELP *EVERY* CHILD  
FULFIL THEIR *POTENTIAL*

IN MY WORK WE  
FIND THAT SOME  
STUDENTS HAVE..



# Yesterday's Theory:

## We Are Born with Intelligence

No matter how much you learn or how hard you work, your intelligence stays the same!

Alfred Binet was a French psychologist who invented the first practical intelligence test, the Binet-Simon scale. His main goal was to identify students who needed special help in coping with the school curriculum. He invented the first useable IQ test.



# Today's Theory:

## Mindset Matters

The distinguishing feature of geniuses is their passion and dedication to their craft, and particularly, the way in which they identify, confront and take pains to remedy their weaknesses (Good, Rattan, & Dweck, 2008).

*In other words...*

*It's not what you are born with that matters; it's your mindset that matters.*

**Fixed Mindset:** Intelligence is a fixed trait.

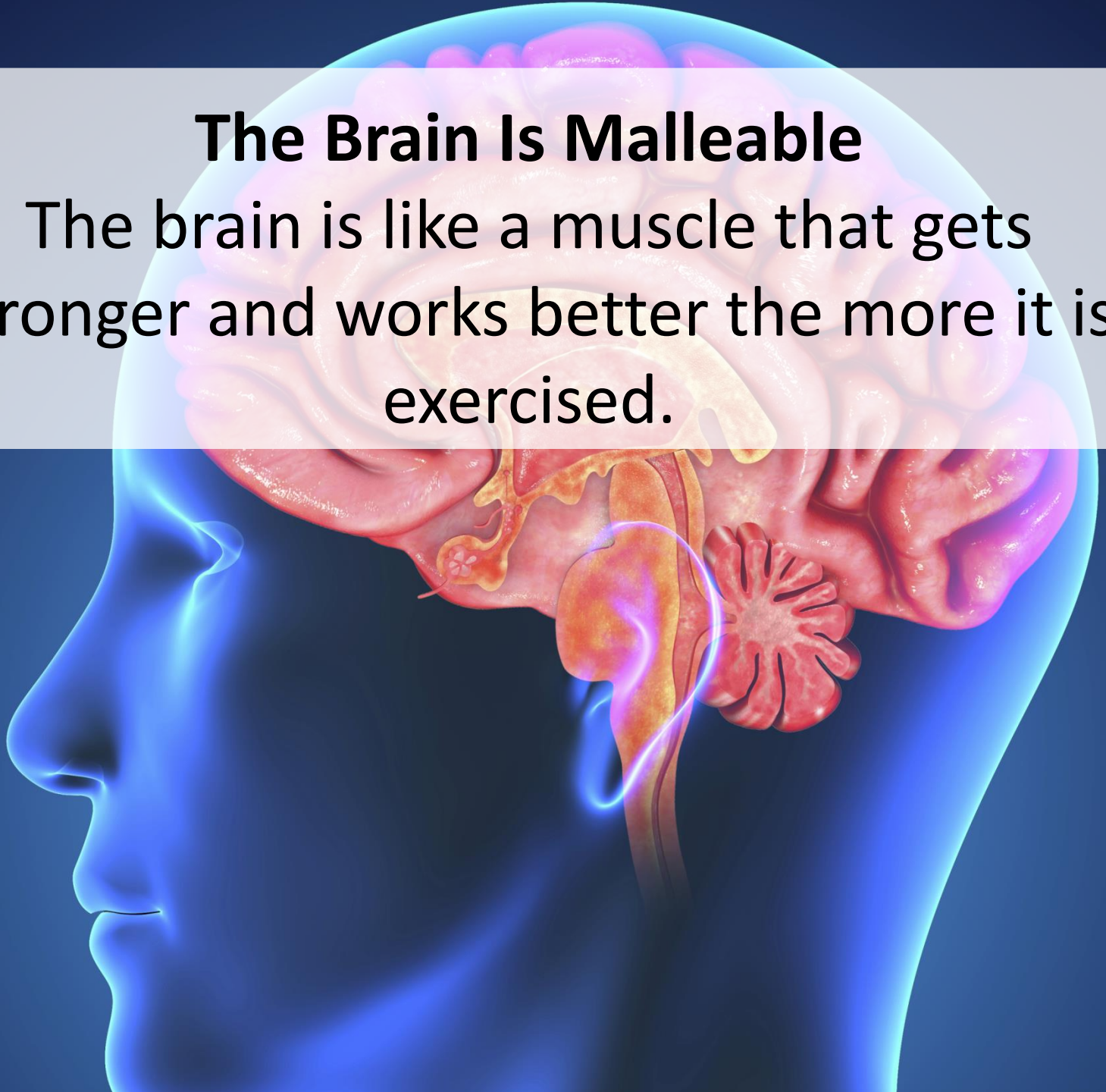
**Growth Mindset:** Intelligence is a quality that can be changed and developed.

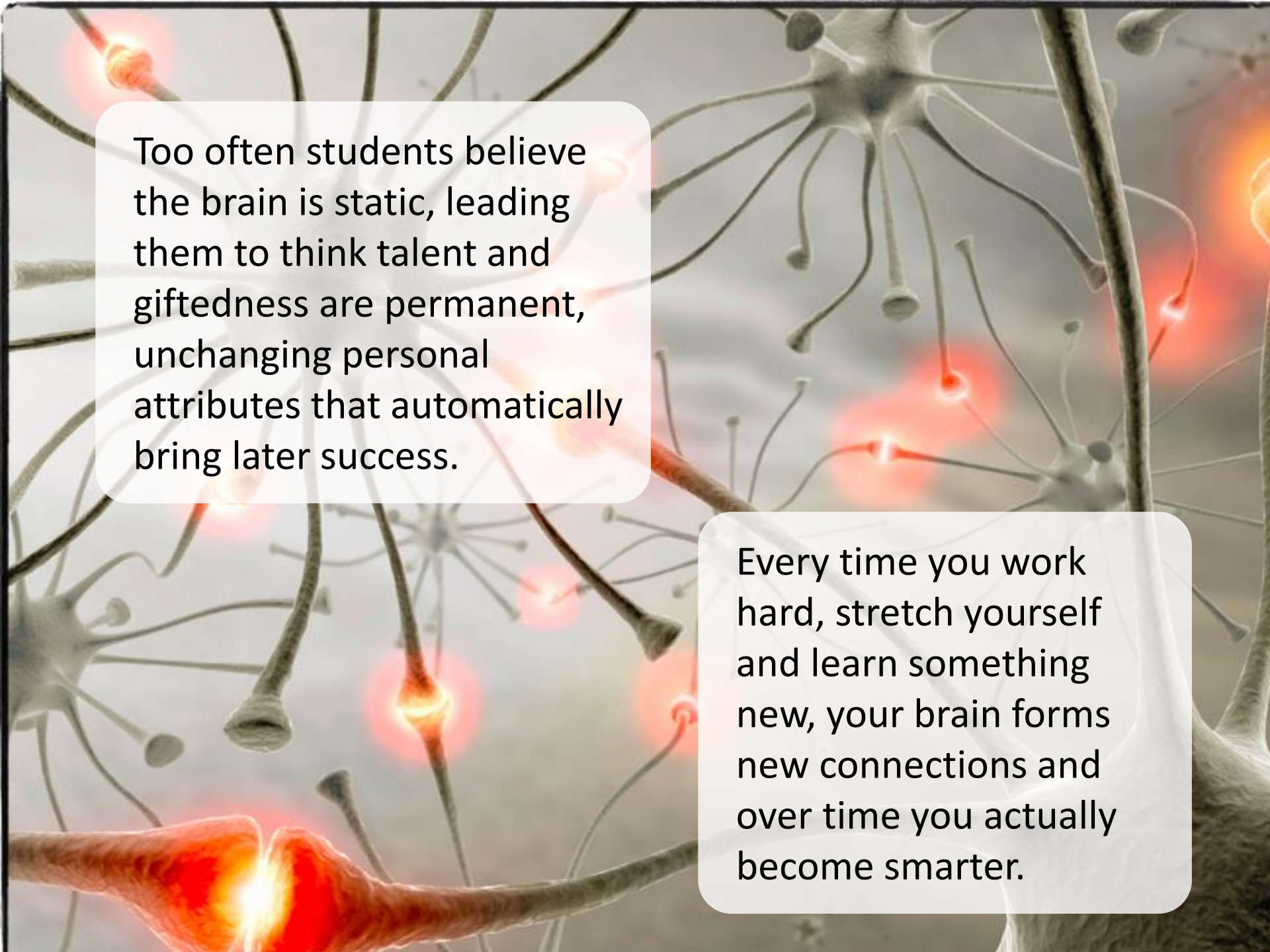
[Video: How We Learn - Synapses and Neural Pathways](#)



## **The Brain Is Malleable**

The brain is like a muscle that gets stronger and works better the more it is exercised.





Too often students believe the brain is static, leading them to think talent and giftedness are permanent, unchanging personal attributes that automatically bring later success.

Every time you work hard, stretch yourself and learn something new, your brain forms new connections and over time you actually become smarter.

# **Growth Mind-set**

(intelligence can be developed)

**vs**

# **Fixed Mind-set**

# Fixed Mindset vs Growth Mindset

## Fixed Mindset Intelligence is static

Leads to a desire to look smart and therefore a tendency to ...

People who hold a Fixed Mindset believe that "we are the way we are", but that does not mean that they have less desire than anyone else for a positive self-image. So of course they want to perform well and appear to be smart.

... avoid challenges

A challenge, by definition, is hard and success is not assured. So rather than risk failing and negatively impacting their self-image, Fixed Mindset individuals will often avoid challenges and stick to what they already know they can do well.

... give up easily when faced with obstacles

This same thinking applies to obstacles. The difference is that challenges are things that they can decide whether to face while obstacles are external forces that get in their way.

... see effort as fruitless or worse

Fixed Mindset individuals ask themselves, "What's the point of working hard and making efforts if afterwards I might still be on square one?" Their worldview tells them that effort is an unpleasant thing that does not really pay dividends, and so the smart thing to do is for them to avoid it as much as possible.

... ignore criticism or useful negative feedback

The Fixed Mindset logically leads people to believe that any criticism of their capabilities is criticism of them as a person. Useful negative feedback is ignored, in the best of cases, and taken as an insult the rest of the time. This usually discourages people who are around a Fixed Mindset individual and, after a while, they stop giving any negative feedback. This further isolates that person from external influences that could generate some change.

... feel threatened by the success of others

Fixed Mindset individuals see the success of others as benchmarks against which they will look bad. When others succeed, they will try to convince themselves, and the people around them, that the success was due to either luck (because almost everything is due to luck in the Fixed Mindset world), or to objectionable actions. They may try to tarnish the success of others by bringing up things completely unrelated, ("Yes, but did you know about her ...").

All this confirms a deterministic view of the world.

As a result, they may plateau early and achieve less than their full potential.

Fixed mindset individuals do not reach their fullest potential and their beliefs feed on themselves, forming negative feedback loops. They don't change or improve much of the time, if ever, and so for them this confirms that "we are the way we are".

## Growth Mindset Intelligence can be developed

Leads to a desire to learn and therefore a tendency to ...

If you hold a Growth Mindset, you believe that intelligence can be developed, that the brain can be grown and strengthened, like a muscle that can be trained. This leads to your desire to improve.

... embrace challenges

And how do you improve?  
First you embrace challenges because you know you'll come out stronger on the other side.

... persist in the face of setbacks

Similarly, obstacles or external setbacks do not discourage you. Your self-image is not tied to your success or how you will look to others. Failure is an opportunity to learn and so, whatever happens, you will win.

... see effort as the path to mastery

As a Growth Mindset individual, you see effort as necessary to grow and master useful skills and knowledge; you do not view effort as something useless or to be avoided. You are not turned away by fears that you might make an attempt, or even work hard, and that failure is possible.

... learn from criticism

Criticism and negative feedback are sources of information. That doesn't mean that all criticism is worth integrating or that nothing is ever to be taken personally. As a Growth Mindset individual, you know that you can continue change and improve, so negative feedback is not perceived as being directly about you as a person but rather about the current state of your abilities.

... find lessons and inspiration in the success of others

You see the success of others as sources of inspiration, information opportunities to learn. Growth mindset individuals do not view success as a competitive, zero-sum game with others.

As a result, you reach ever-higher levels of achievement.

All this gives you a greater sense of free will.

As a Growth Mindset individual, you note your improvements and this creates positive feedback loops that encourage you to continue learning and improving.

Most people do not have a 100% Growth Mindset or a 100% Fixed Mindset; most of us have some of both. The good news is that it is possible to change your worldview from Fixed Mindset to Growth Mindset. Carol Dweck's research indicates that both children and adults can be taught to change their mindsets.



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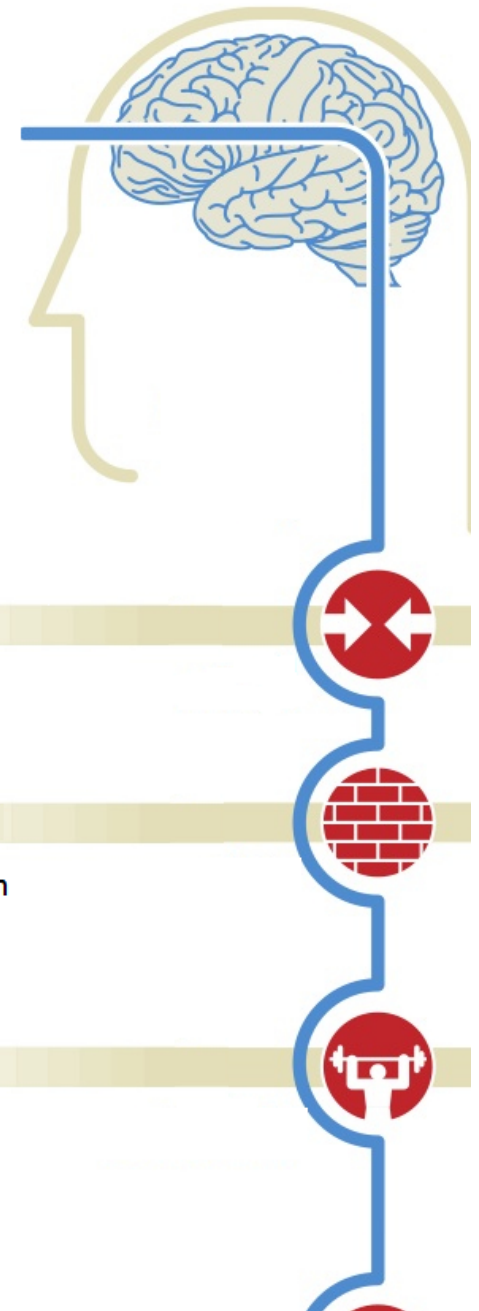
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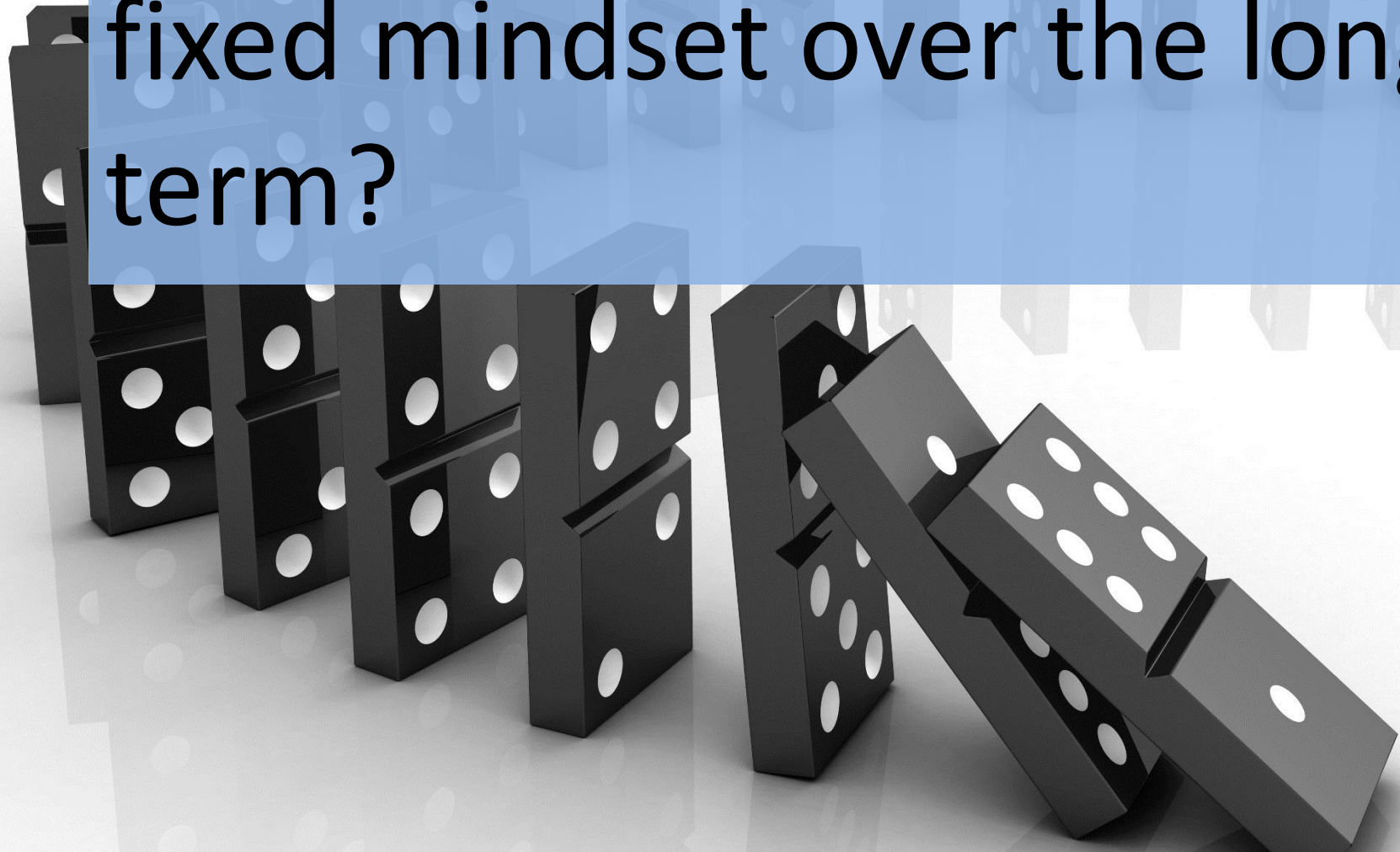
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What might be the potential impact for a child with a fixed mindset over the long term?



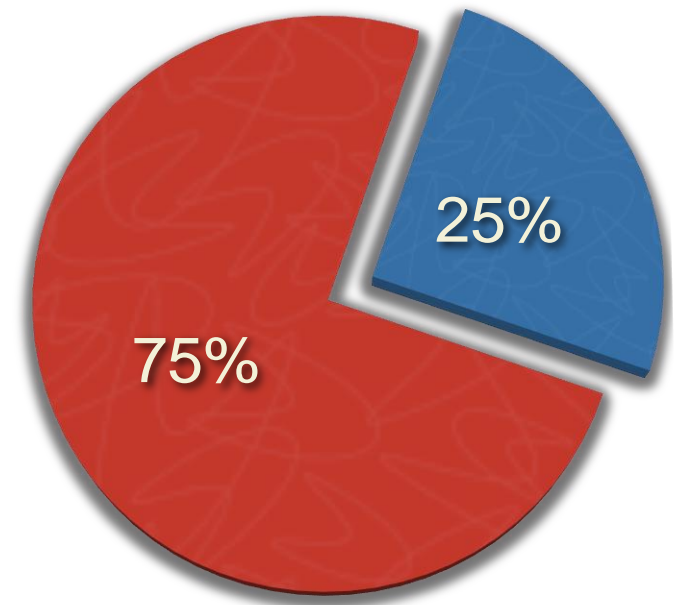
# Job Success

■ IQ

■ Optimism

It is said that job successes are...

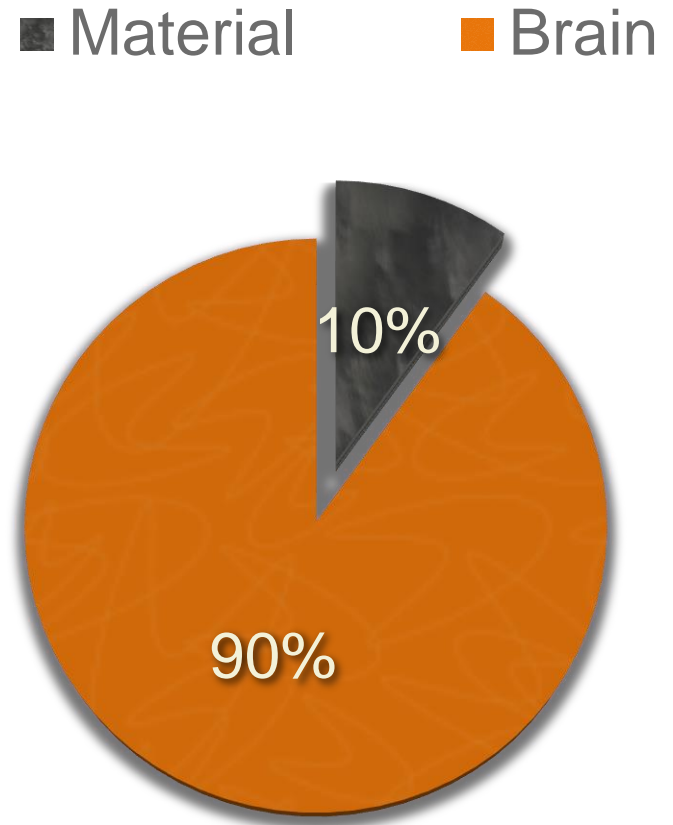
25% academic I.Q.  
75% optimism and  
by how we see  
stress - either as a  
challenge or a  
threat.



# Happiness

Long term happiness  
is...

10% influenced by  
our material gain  
90% by the way your  
brain processes the  
world.



Mindset:	Fixed	Growth
Your belief about intelligence...	<i>Intelligence is a fixed trait</i>	<i>Intelligence is cultivated through learning</i>
Your priority when learning...	<i>Look smart, not thick</i>	<i>Become smarter, through learning</i>
You feel smart when...	<i>Achieving easy, low effort successes and outperforming others</i>	<i>Engaging fully with new tasks, exerting effort, stretching and applying skills</i>
You avoid...	<i>Effort, difficulty, setbacks, higher-performing peers</i>	<i>Easy, previously mastered tasks</i>



Not everyone  
can be  
Olympic champion.

Not everyone  
can be the best  
in their field.

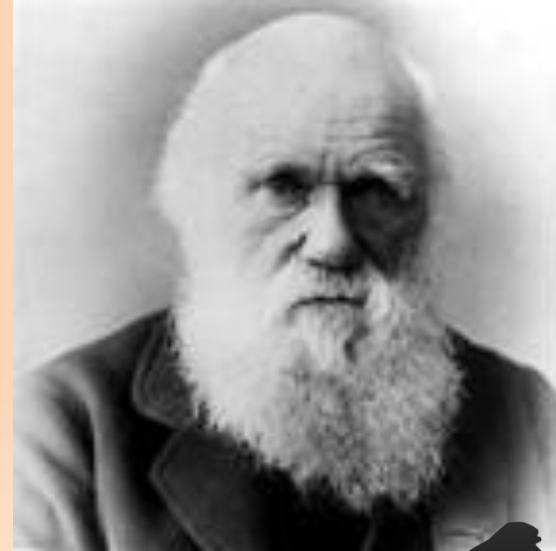
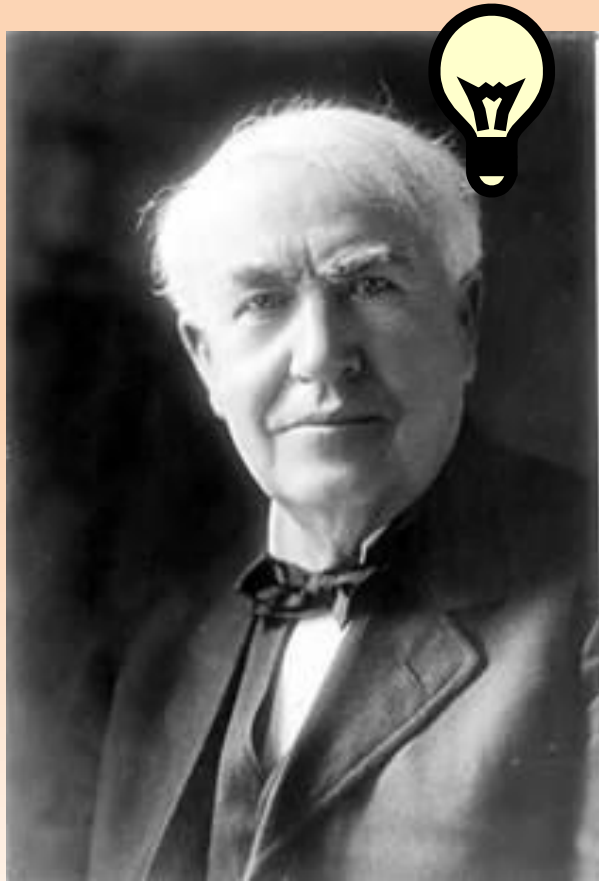
But we can  
be better  
than we are.

We can all  
improve and  
look for our own  
personal bests.

**Steve Redgrave**  
**6 Olympic medals**



Aren't some people are just geniuses  
or naturally talented though?



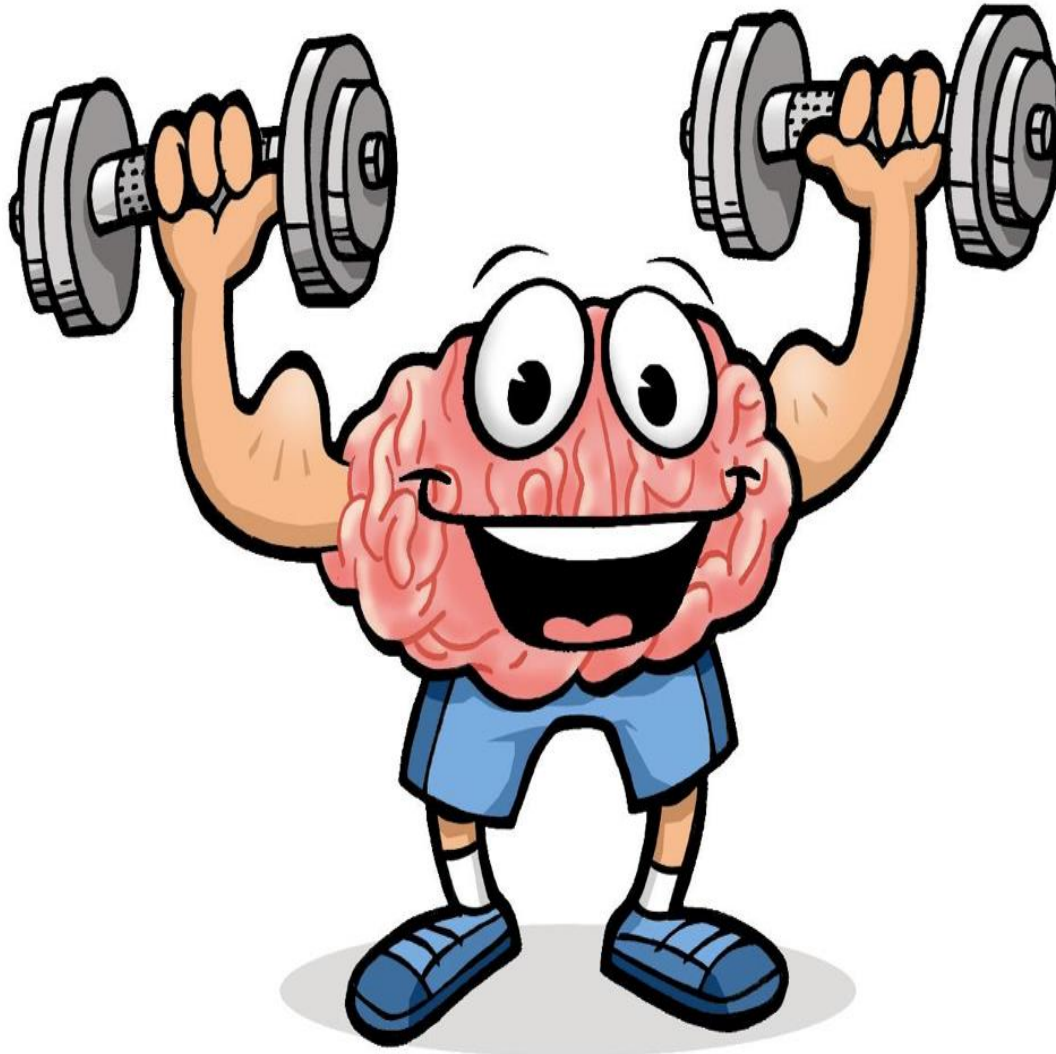
# Growth mindset in action



1. Challenge
2. Effort
3. Resilience
4. Feedback

Challenge

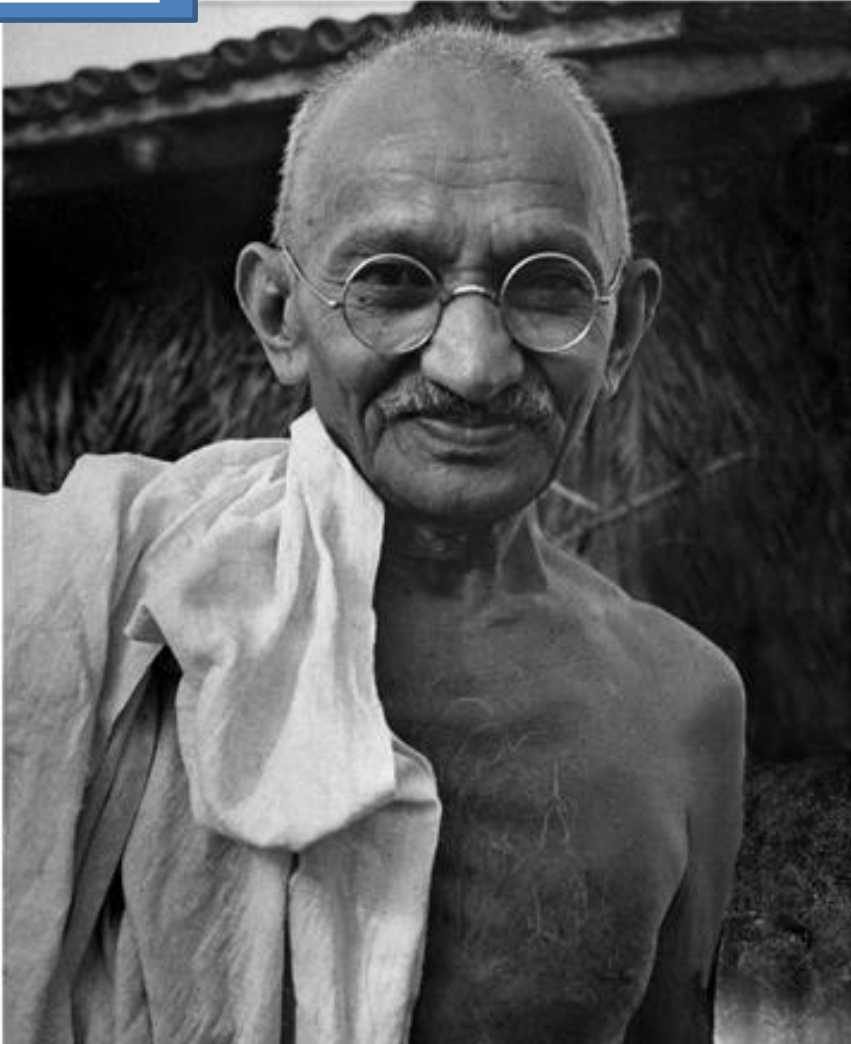
# 'Growing your brain'



# The Pit - Persist in the face of obstacles



## Effort

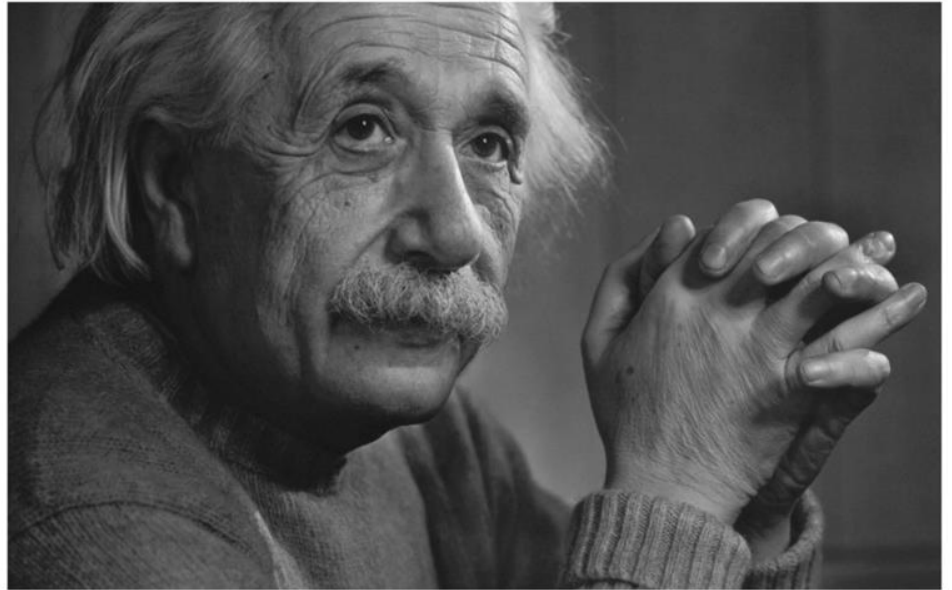


Satisfaction lies in  
the effort, not the  
attainment; full  
effort is full victory.

Mahatma Gandhi

## Resilience

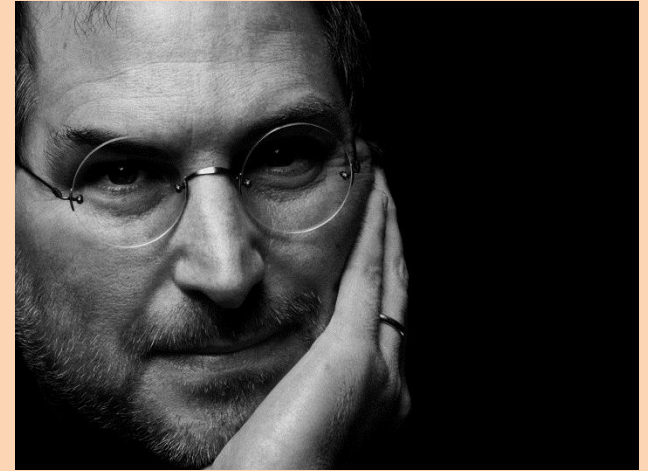
It's not that  
I'm so smart;  
I just stay  
with problems longer.



Albert Einstein

# Famous Failures

*Who is this describing?*



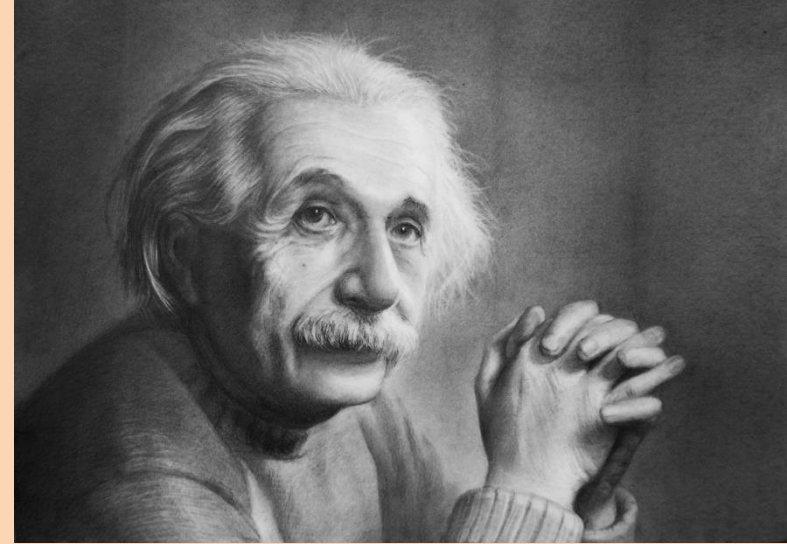
At 30 years old, he was left devastated and depressed after being unceremoniously removed from the company he had started.

**Steve Jobs**



# Famous Failures

*Who is this describing?*



He could not speak fluently until the age of nine. His rebellious nature led to expulsion from school and he was refused admittance to the Zurich Polytechnic School.

**Albert Einstein**

# Famous Failures

*Who is this describing?*



She was demoted from her job as a news anchor because she “wasn’t fit for television”.

**Oprah Winfrey**

# Famous Failures

*Who is this describing?*



He was a Harvard dropout. He co-owned a business called Traf-O-Data, which was a true failure.

**Bill Gates**

# How does our language contribute to pupil mindsets?

A nine-year-old girl was on her way to her first gymnastics competition.

She was a little nervous about competing, but she was good at gymnastics and felt confident about doing well.

The girl did not win the competition and was devastated.

What would you do if you were the girl's parents?

1. Tell her that you thought she was the best.
2. Tell her she was robbed of a trophy that was rightfully hers.
3. Re-assure her that gymnastics is not that important.
4. Tell her that she has the ability and will surely win next time
5. Tell her that she didn't deserve to win.

## The Feedback Challenge

Which comments encourage a growth mindset and which encourage fixed mindsets?

You really thought about this	How did you challenge yourself with this?	Next time, find a different way to solve the problem.	You're a Maths wizard.
That was quick!	You need to check our use of speech marks.	A bright boy like you should be able to do this easily.	You used your tables square to help you – good strategy.
This is the best work I have seen from a Year 6 pupil.	You got 15 out of 20.	So now you could think about....	Looking at all the <u>changes you've made</u> , it seems to me you tried really hard.
Not your best work	Good girl.	You keep going what an effort you must have made.	What if you used a <u>dictionary</u> . Would that help?

## The Feedback Challenge answers

You really thought about this	How did you challenge yourself with this?	Next time, find a different way to solve the problem.	You're a Maths wizard.
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Not your best work	Good girl.	You keep going what an effort you must have made.	What if you used a dictionary. Would that help?

The red cards have been shown to lower motivation and effort in students.

The green cards are 'Growth Mindset' friendly comments.

# Two educational fallacies

1. People learn more when they receive praise.
2. People need continual praise to establish and maintain feelings of self-worth.

# How should we deliver praise?

INSTEAD OF...	SAY...
<p>Wow – you did fantastically on your Maths work! You are so clever!</p>	<p>I like the strategies you used to solve that problem. You stuck with it until you got it!</p>
<p>You did that so quickly! You must have a mind like a calculator! Well done!</p>	<p>That didn't challenge you so how about trying something more tricky?</p>
<p>You excelled again – I can always rely on you to produce the goods.</p>	<p>You went back to check your work – that extra step was a great idea!</p>



# Avoid...

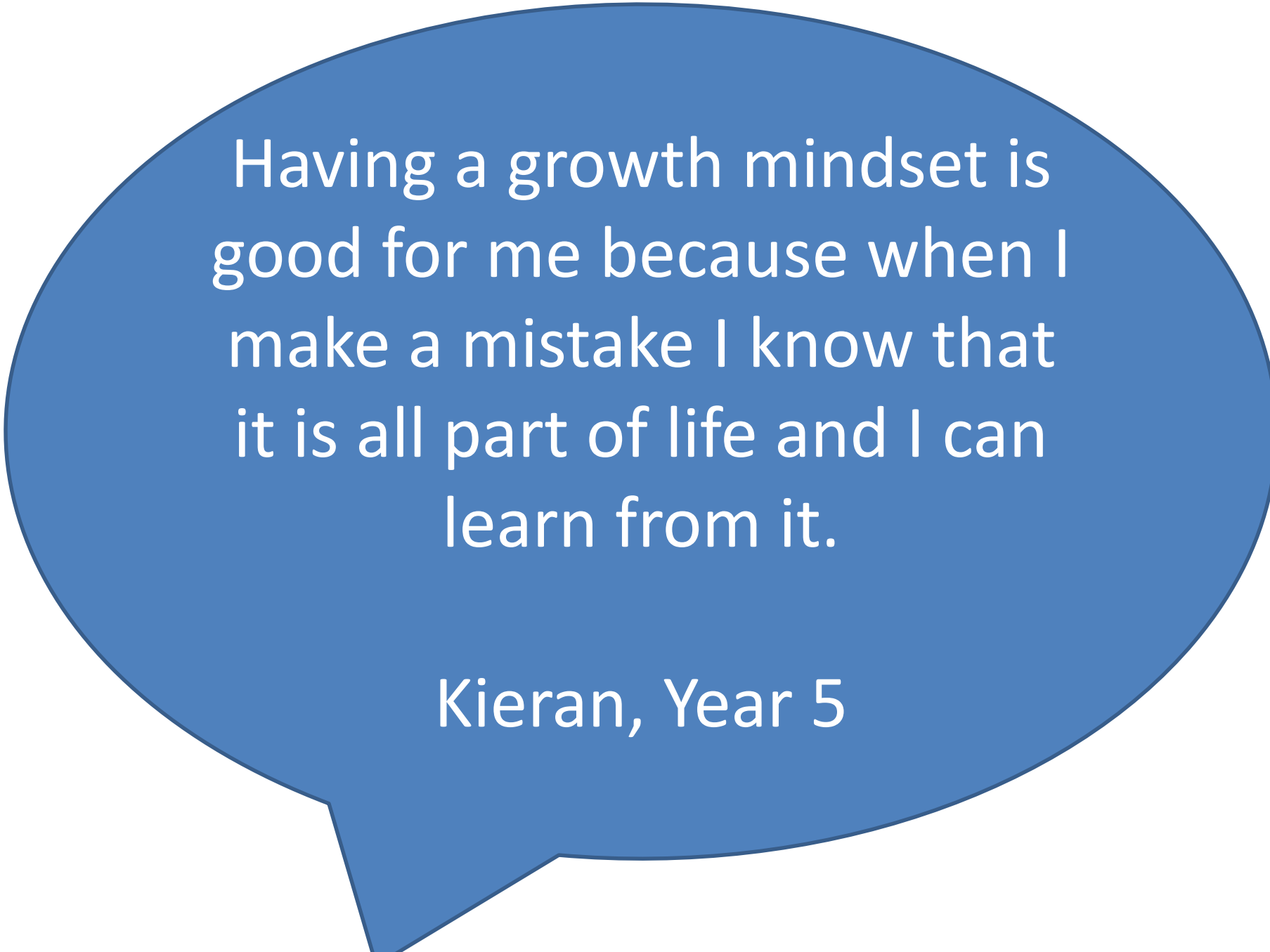
- Setting yourself up as a judge of anyone's intelligence
  - Amy is a very bright pupil.
- General, non-specific 'goodness' praise
  - You're brilliant.

# Wiser praise

1. Praise the effort, not the ability
2. Praise in specifics, not generalities
3. Praise privately
4. Praise authentically and not too much
5. Praise behaviour, not the child
6. Praise skills used
7. Praise risk-taking
8. Praise responsiveness to feedback

Having a growth mindset is really important because if you've got something wrong, without a growth mindset you would say, "No! I got something wrong! I'm stupid!"

Ella, Year 3

A blue speech bubble with a white outline, containing white text. The bubble is positioned in the upper half of the page and has a tail pointing towards the bottom left.

Having a growth mindset is good for me because when I make a mistake I know that it is all part of life and I can learn from it.

Kieran, Year 5

Making mistakes is really important because you learn from them. I like choosing my challenges because I know what stage I'm at.

Sophie , Year 3

I think growth mindset is something that drives you on. If nobody had growth mindset, where would we be in the world? Everybody wouldn't have the courage or perseverance. Sometimes I open up my book and I see a load of green, that's when growth mindset comes in.

Lucy, year 3.

Last year, I said lots of 'I can't do this!' and got a bit emotional but now I can face challenges and try to compete them well.

A fixed mindset is like a bad habit, like smoking. When you develop a fixed mindset it's hard to break.

At the beginning of the year, I didn't want people to think badly of me or think that I was rubbish at stuff. Now I don't really mind. I don't really care what other people think of me because I've tried my hardest.

# How do we instil Growth Mindset thinking in our children?

Lessons about Growth Mindsets and reference to it generally

Celebration of mistakes

The role of parents



Displays in classrooms and around school

Think about our use of language, praise and feedback

Assemblies



# **What Kind of Mindset Do You Have?**



# How can you help?

- Reinforce the importance of seeking of challenges and taking risks
- Value the learning from making mistakes and celebrate failures as steps on the road to success
- Encourage Growth Mindset language ‘....yet’- ‘I cannot recall my 8 x tables *yet*.’
- Avoid general praise or intelligence praise and focus the praise on effort and the process.
- Have daily learning discussions e.g. “What have you learned today?” Instead of “How was your day?”
- Help children to understand that their brains can change and GROW
- Encourage and model positive self-talk

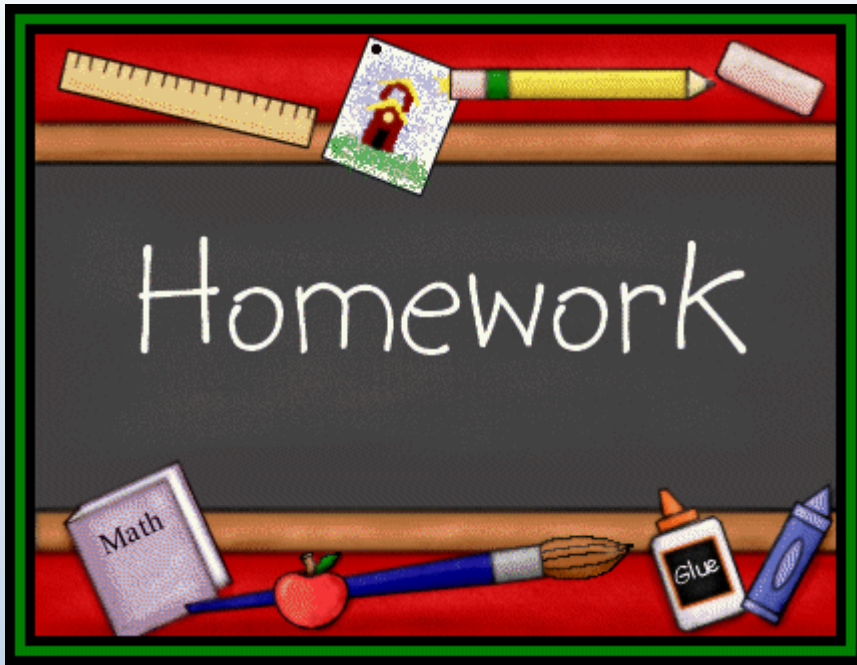
# Our messages as teachers and parents

Listen to what you say to your children – are you giving messages that say:

*You have permanent traits and I'm judging them*

OR...

*You're a developing person and I'm interested in your development.*



It upsets me when you don't do a full job. When do you think you can complete this?

It is such a shame to miss a chance to learn. Can you think of way of doing this that will help you learn this?

What is it about the homework that you find difficult? How can we do this together?

# Further information and reading

- Google “Eduardo Briceño” - Co-Founder and CEO of Mindset Works. “The power of belief - mindset and success” on Youtube (about 10 minutes long)
- Read Carol Dweck’s book “Mindset – The New Psychology of Success”
- Children’s books – My Beautiful Oops
  - The Girl who Never Made Mistakes
  - I Can’t Do This
  - The Most Wonderful Thing
  - Your Fantastic Elastic Brain

# A final word

.....from Carol Dweck herself

***“If parents want to give their children a gift, the best thing they can do is to teach their children to love challenges, be intrigued by mistakes, enjoy effort, and keep on learning.”***