

Managing personal and professional development

Do you have a fixed or a growth mindset?

What's the difference between a fixed and a growth mindset?

People with a fixed mindset believe that their basic skills and qualities are more or less set from birth and there is not a lot you can do about it. They adopt the attitude of 'it's okay for her, she's brainy' or 'he's artistic' or 'he's sporty' or 'she's musical'. If they are not good at something from the word go then they don't see the point in putting in the effort to learn it.

On the other hand, people with a growth mindset believe that most things can be achieved through hard work, practice and by not giving up when things get difficult. They know that some people might be particularly talented at certain things but recognise that for them this is just a starting point and that even these people need to work hard in order to improve on their 'talent'.

'Can my mindset change?'.... Yes!

'Struggle' is often seen as a negative word, as is the word 'difficult'. Why is this the case? Walking for a baby is difficult and sometimes a struggle however they do not give up at the first fall.

Change your own thinking, empower others, praise the process, use the word 'yes!'

Mindset rules

Rule	Fixed mindset	Growth mindset
1	Look talented at all times and at all costs.	Learn wherever and whenever you can.
2	It should come naturally.	Work hard, effort is key.
3	Hide your mistakes, run from difficulty.	Learn from mistakes and persevere.

Why should I have a growth mindset?

People who have a growth mindset achieve more in life whether it be in sport or music or acting or business or exam results or sewing a hole in a plastic bag from Sainsbury's. They achieve more because they have resilience. This means when things get hard they don't give up, they hang in there and keep practicing and give it another shot until they make it right.

Michael Jordan, the world's most famous Basketball player was not regarded as being a naturally gifted player. In fact he was dropped from his high school team. However Jordan had loads of resilience. He was quoted as saying:

'I have missed more than 9000 shots, lost almost 300 games, on 26 occasions been entrusted to take the winning game shot... and missed. I have failed over and over again in my life. That is why I succeed'

He listened to advice from those with experience, never stopped trying and continually kept practicing to improve the skills that he did have. It paid off for him in the end.

Einstein is another example of not giving up. People make the mistake of assuming it was easy for Einstein to be the world's most famous scientist because he was born very intelligent. The point they are missing is that Einstein had to carry out years of research and get things wrong before he got things right. Again he had resilience.

Success does not come easy. You have to work at it no matter what.

Information on mindsets. Available at live-n-learn.co.uk