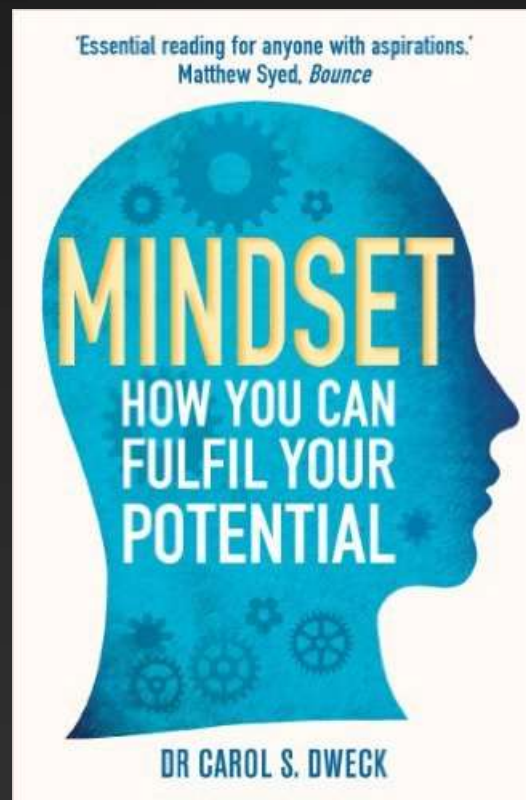




Growth Mindset

The Psychology of Success



Growth Mindset

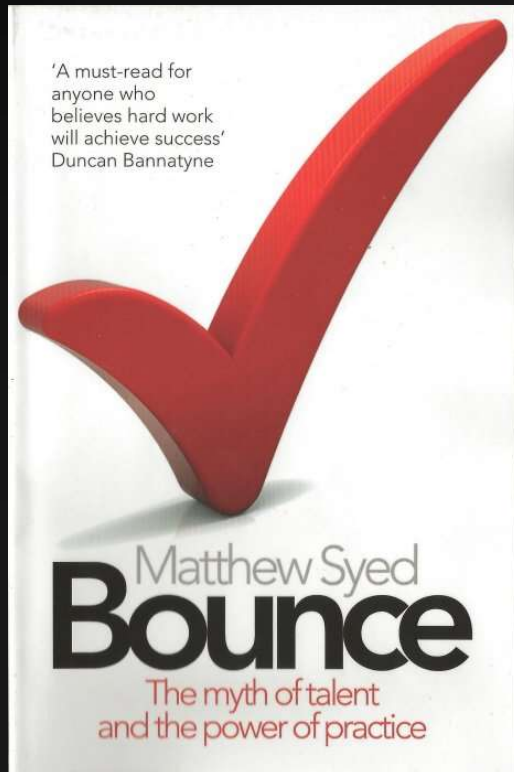
Intelligence is mostly a function of one's genetic inheritance, and it doesn't change much!.

How much do you agree or disagree with this statement?

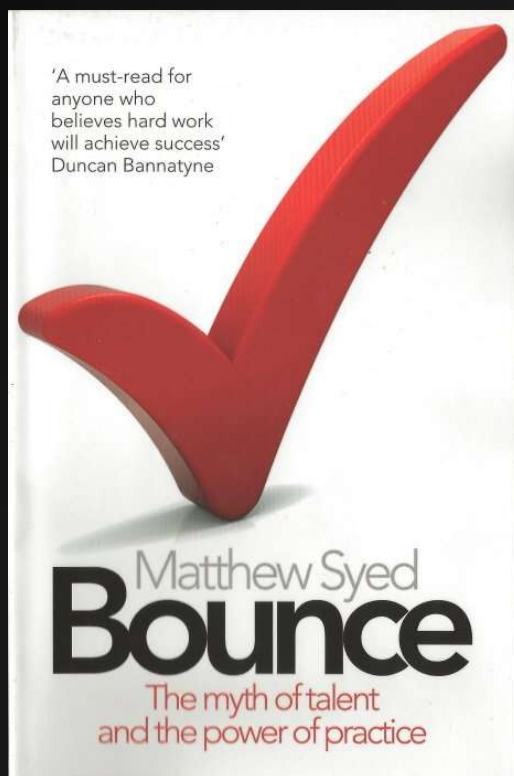
What is a 'Growth Mindset'

“In a growth mindset, people believe that their most basic abilities can be developed through dedication and hard work - brains and talent are just the starting point. This view creates a love of learning and a resilience that is essential for great accomplishment,” writes Dweck. Students who embrace growth mindsets - the belief that they can learn more or become smarter if they work hard and persevere - may learn more, learn it more quickly, and view challenges and failures as opportunities to improve their learning and skills.”

The Talent Myth

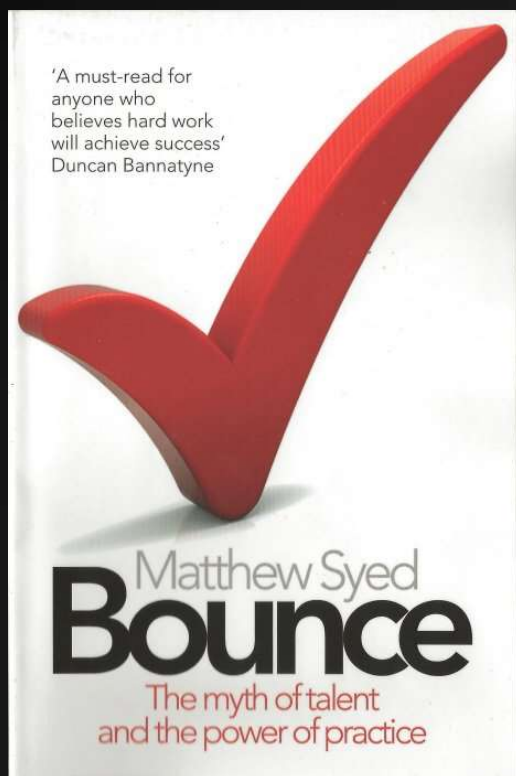


The Talent Myth



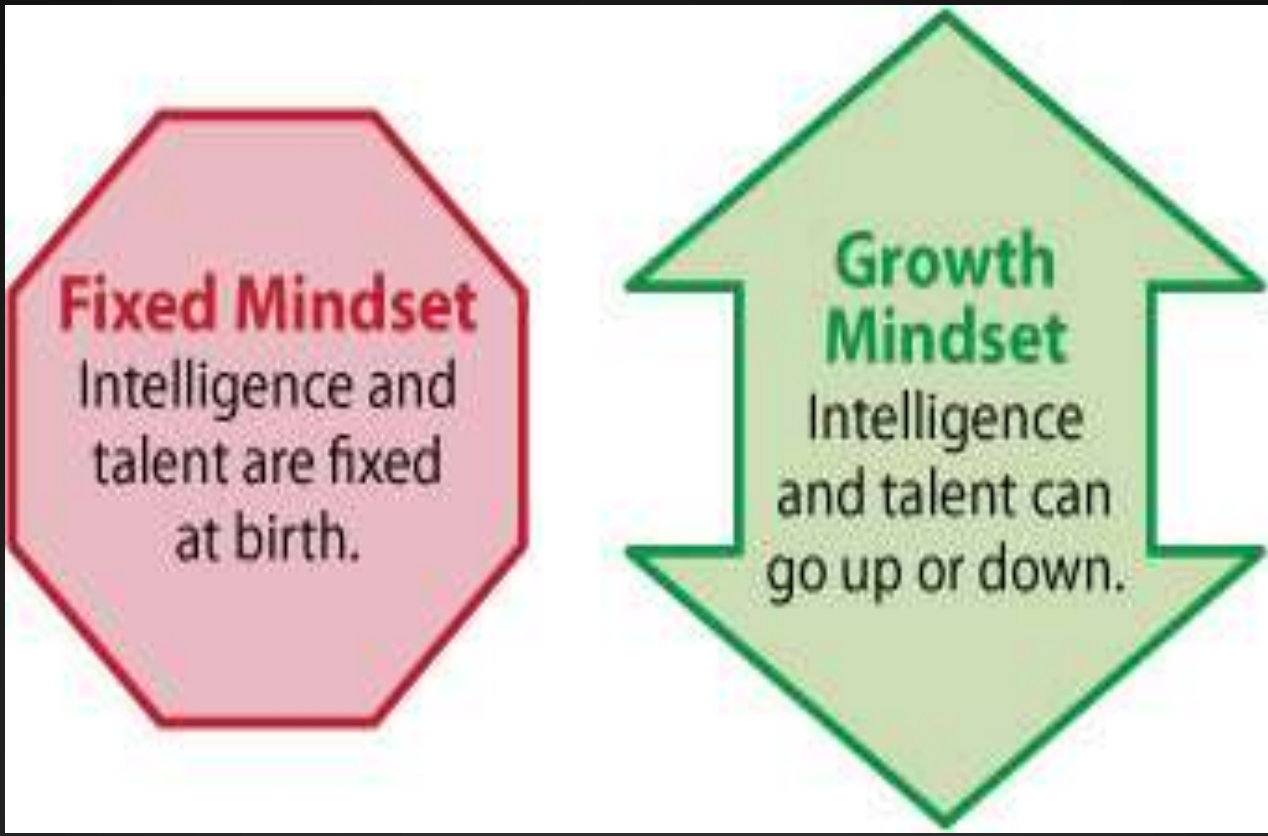
Matthew Syed	British no.1, 3 x Commonwealth Champion, 2 x Olympian
Andrew Syed	3 x National Junior Champion
Karen Witt	Commonwealth Champion
Andy Wellman	2 x Commonwealth Doubles Champion
Paul Trott	British Junior no.1
Keith Hodder	County Champion
Jimmy Stokes	England Junior Champion
Paul Sevins	Interational Junior
Alison Gordon	4 x British Women's Champion
Paul Andrews	British no.1
Sue Collier	England Schools' Champion

The Talent Myth



What do all these table-tennis players have in common?

Matthew Syed	British no.1, 3 x Commonwealth Champion, 2 x Olympian
Andrew Syed	3 x National Junior Champion
Karen Witt	Commonwealth Champion
Andy Wellman	2 x Commonwealth Doubles Champion
Paul Trott	British Junior no.1
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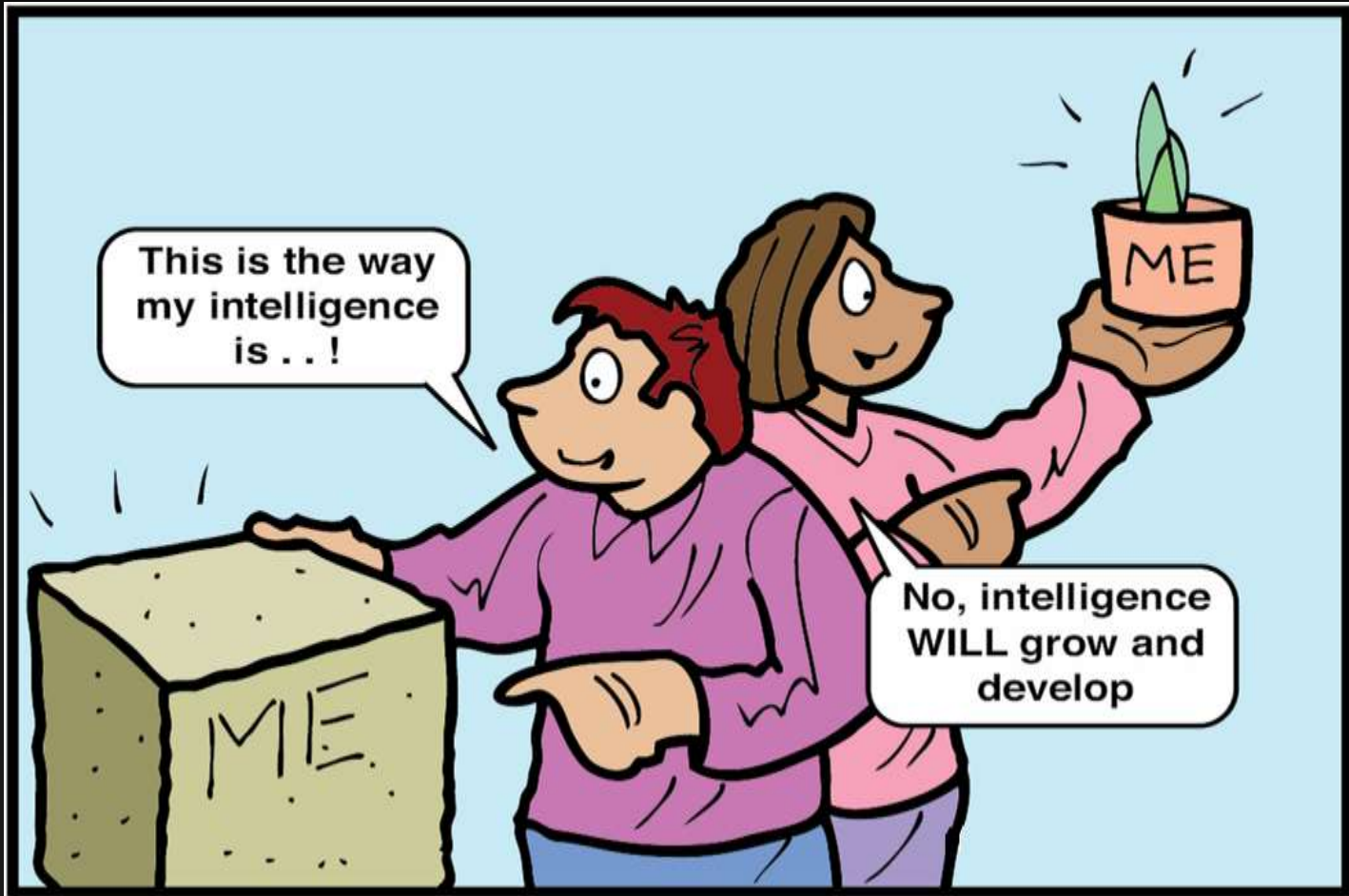


Fixed Mindset

Intelligence and talent are fixed at birth.

Growth Mindset

Intelligence and talent can go up or down.



This is the way
my intelligence
is...!

No, intelligence
WILL grow and
develop



fixed
mindset



challenges
~~avoid~~
embrace

obstacles
~~give up~~
persist

effort
~~pointless~~
path to mastery

feedback
~~stop~~
learning opportunity

success of others
~~resent~~
inspiration

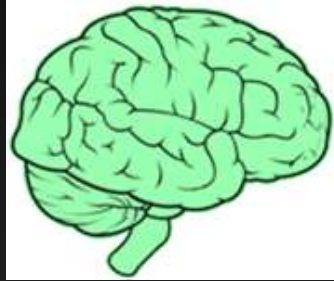


growth
mindset

What if you could change?



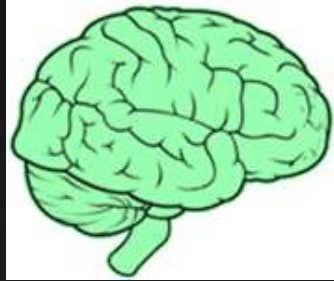
This is too hard



This is wonderfully hard



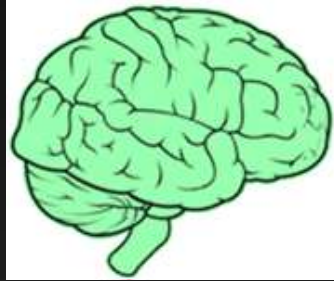
That feedback hurt



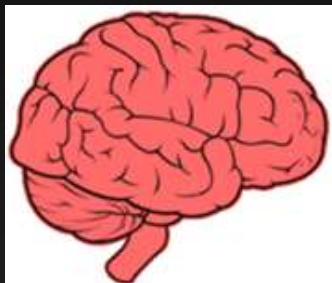
I need feedback to improve



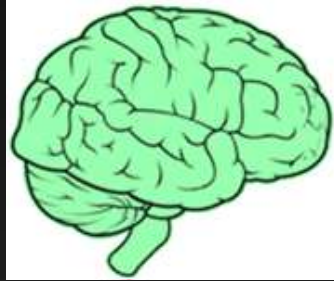
I'm less than her / him / them



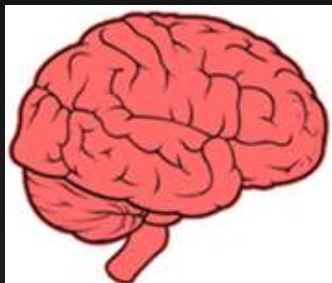
If she / he / they can do it, then so can I



This will make me look foolish



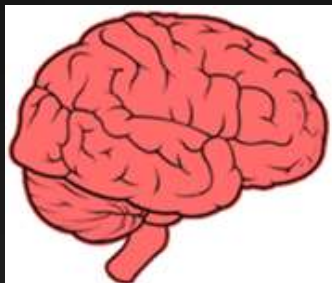
This will help me grow



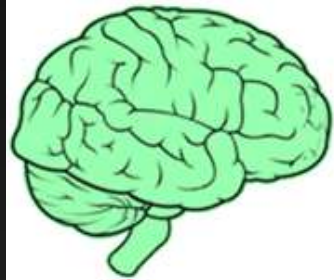
I'm going to fail



I'm failing – yippee, means I'm learning!



I can't do this



I can't do this
YET!

Fixed Mindset

Leads to a desire to look smart, so tends to:

Avoid challenges

Give up easily

See effort as fruitless or worse

Ignore useful negative feedback

Feel threatened by the success of others

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

Leads to a desire to learn, so tends to:

Embrace challenges

Persist in the face of setbacks

See effort as the path to mastery

Learn from criticism

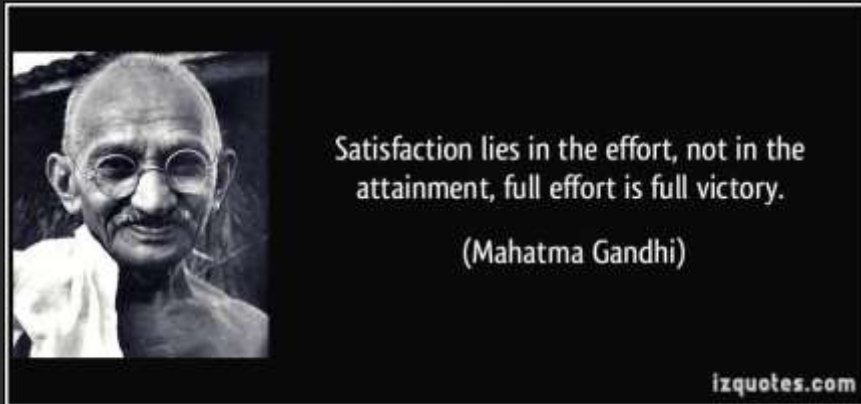
Find lessons and inspiration in the success of others

Growth Mindset

As a result, they reach ever-higher levels of achievement

Language of Growth Mindset

- Questioning
- Praise the effort, not the achievement and do the same with rewards
- Encourage the 'good' mistake
- I can't do this "yet"?



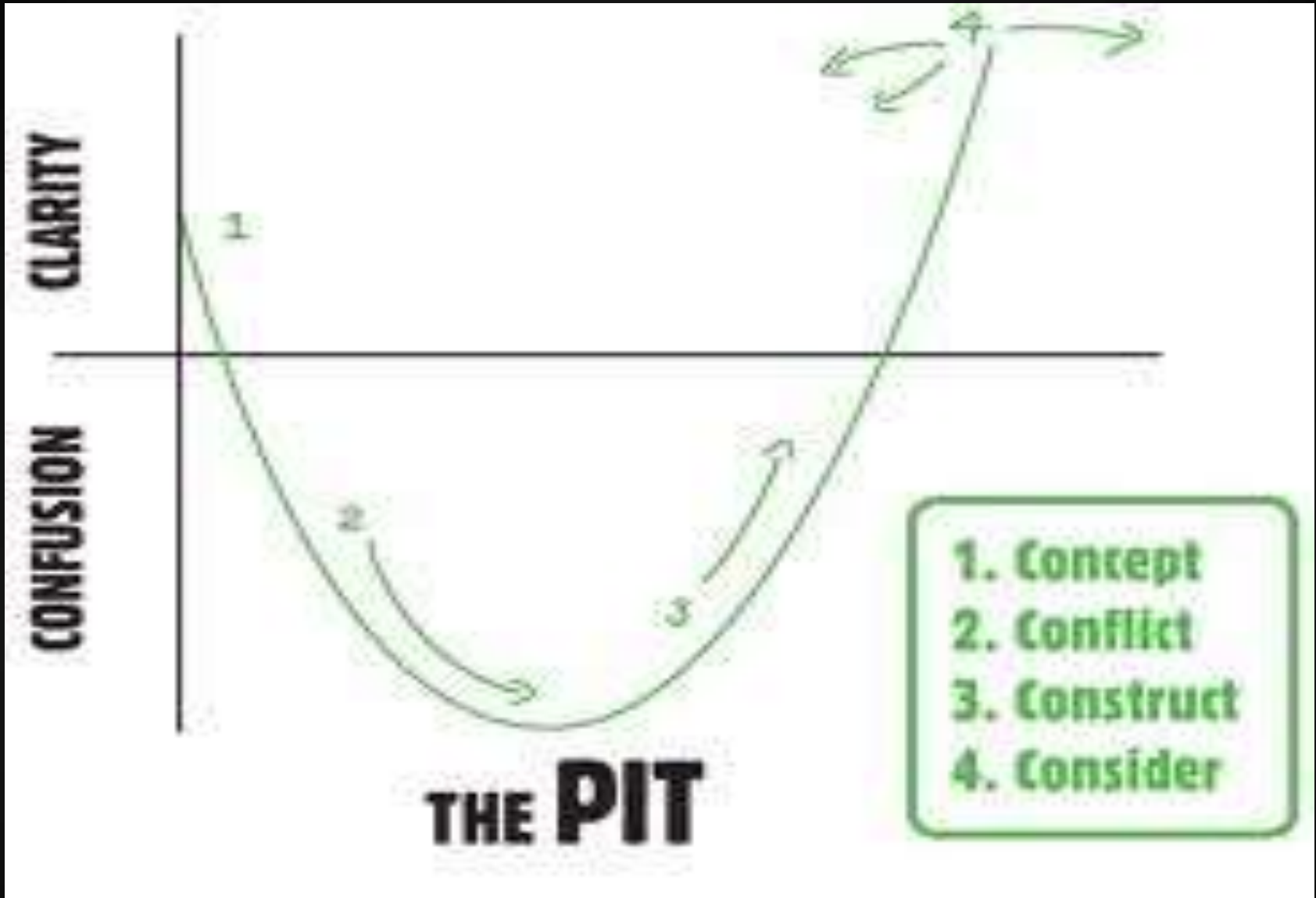
The problem is this: There's a bucket of wine and a bucket of water and you transfer a cup of wine to the water bucket, and then a cup of the mixture back to the wine bucket. Is there more wine in the water or water in the wine?

One Solution!

It is hard to believe, but equal amounts of water and wine were transferred. Assume that each bucket contained 100 units of liquid and that the cup held 10 units. The cup first removes 10 units of water, so the water bucket contains 90 units of water, and the wine bucket contains 100 units of wine and 10 units of water.

With 110 units in the wine bucket, the cup will remove $\frac{1}{11}$ of each liquid in that glass. Thus it will transfer to the water bucket $9 \frac{1}{11}$ units of wine and $\frac{10}{11}$ units of water. The water bucket will then contain $90 \frac{10}{11}$ units of water and $9 \frac{1}{11}$ units of wine, and the wine bucket will contain $90 \frac{10}{11}$ units of wine and $9 \frac{1}{11}$ units of water.

'Struggling' is Necessary for Learning!



What's Next?

How does this knowledge affect all of our school practices?

How can parents reinforce this at home?

Wise Praise: 4 rules

1. Praise the effort, not the 'ability'
2. Praise in specifics, not generalities
3. Praise authentically, and not too much
4. Praise behaviour, not the child



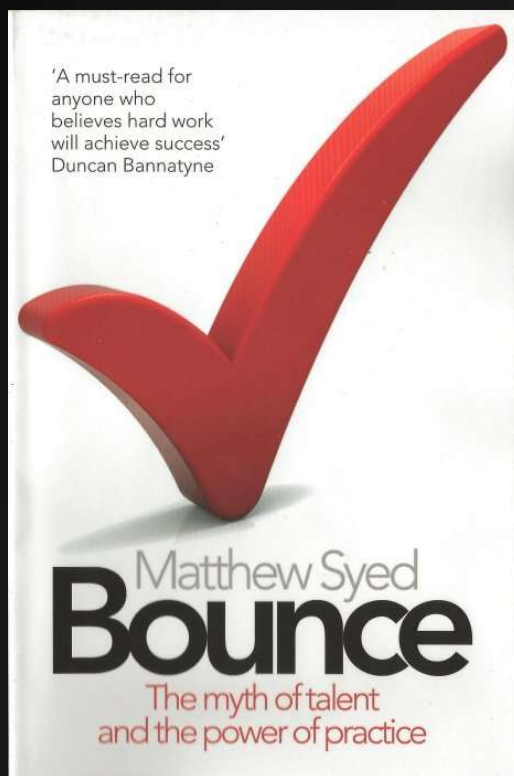
Balance Beam

You were brilliant – you should have won!

You need to work harder if you want to win

Never mind, maybe you'll win next time

The Talent Myth



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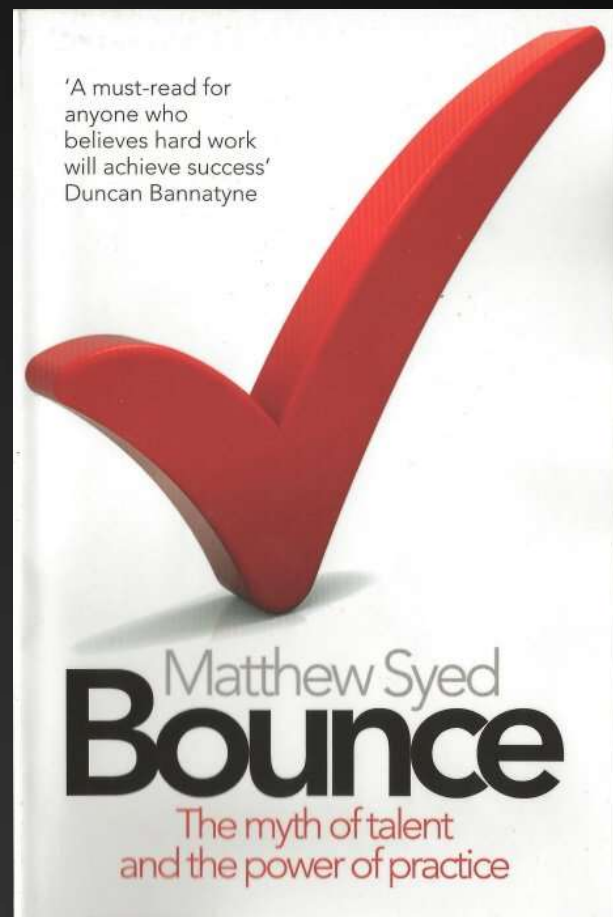
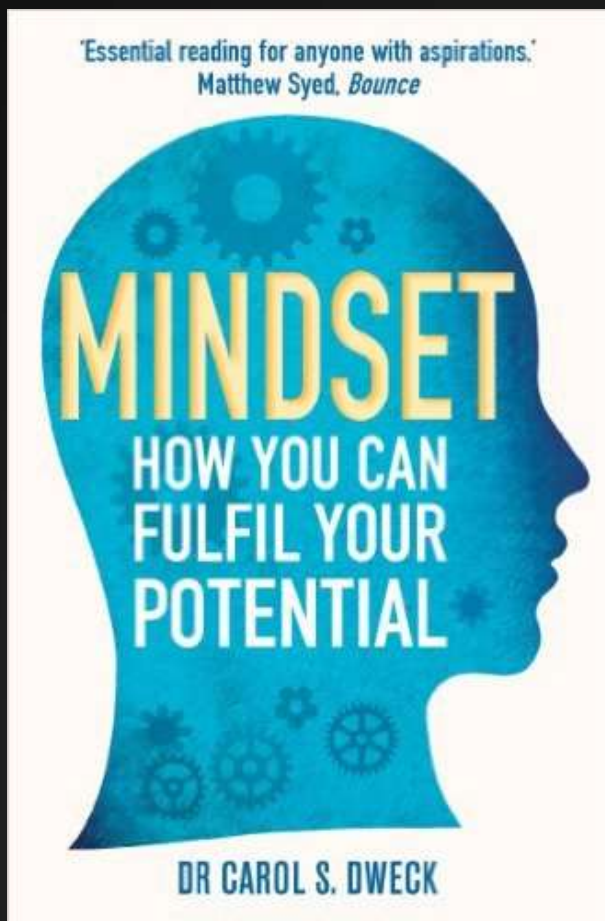


Andrew Syed	3 x National Junior Titles	Silverdale Road, Reading
Matthew Syed	British no.1, 3 x Commonwealth Champion, 2 x Olympian	Silverdale Road, Reading
Karen Witt	Commonwealth Champion	Silverdale Road, Reading
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How did this happen?



A Little Bedtime Reading!



Growth Mindset

Intelligence is mostly a function of one's genetic inheritance, and it doesn't change much!.

How much do you agree or disagree with this statement?