



The Tuesday Program

Developing a *Growth Mindset*

Your task is to:

1. Understand the difference between fixed and growth mindsets. Mindsets are beliefs about yourself and your most basic qualities, such as your intelligence, talents, or personality.
 - **Fixed Mindset** individuals believe that their basic qualities, such as intelligence, talent and personality, are fixed traits that don't and can't change.
 - **Growth Mindset** individuals believe that their basic qualities can be cultivated and developed across the life span through dedicated effort.

One of the keys to success isn't having greater amounts of innate intelligence, talent or ability; it's whether you look at these qualities as things that can be developed through dedication and effort.

2. Now work at developing a growth mindset. Accept that having innate intelligence or talent is just the starting point, and that most people accomplish great things through years of passionate practice, learning and effort. Over the coming week, aim to use process-oriented praise, rather than person-oriented praise:
 - **Process-orientated praise**, such as "you put in a lot of effort" or "that was a good strategy you chose", emphasises that achievement comes from striving and use of effective strategies. It also allows others to interpret setbacks in terms of lack of effort, or inappropriate strategies.
 - **Person-orientated praise**, such as "you are so smart", emphasises innate talents and abilities. It assumes that success is due to personal attributes and teaches others to interpret difficulties in terms of their personal weaknesses.

More information on Mindsets:

Books

- Dweck, C. (2007). *Mindset: The new psychology of success*. New York: Ballantine Books.



- Arden, J. (2010). *Rewire your brain: Think your way to a better life*. Hoboken, NJ: John Wiley & Sons.

Websites

- <http://mindsetonline.com>

