

Not-Yet-Growth-Mindset Strategy

Apply strategies to develop a growth mindset.

The focus of a growth mindset is developing your abilities rather than crowing about how talented or smart you are. A growth mindset embraces challenges, sustains effort and tries new methods. A growth mindset improves performance for both adults and children.

Here are statements that help define whether someone has a growth mindset:

- 1) After I make a mistake, I look for ways to learn from it.
- 2) I enjoy challenges since I know they will make me smarter.
- 3) I believe people can and do change.
- 4) I can always change how intelligent I am.

Here are three strategies to further develop a growth mindset.

1. Understand that your brain is like a muscle. When you do things that are hard and important, you get smarter. When you ignore challenges, you stagnate.
2. Understand the difference between a growth mindset and a fixed mindset.

Growth Mindset	Fixed Mindset
I can learn anything.	I am either good at something or not.
When frustrated, I still persevere.	When frustrated, I give up.
I want to challenge myself and those around me	I don't like to be challenged.
When I experience failure, I learn from it.	When I fail, it is because I lack ability.
If you succeed, then I am inspired.	If others succeed, then I feel threatened.
	My abilities determine everything.

3. Put into practice “not-yet” strategies. Through reflection, effort, deliberate practice, learning from mistakes, and seeking advice, you can get better and achieve the desired results. You just haven't done so yet.¹

¹ Adapted from Carol Dweck, “The Power of Believing That You Can Improve,” video file, TED Talks, November 2014, https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve