



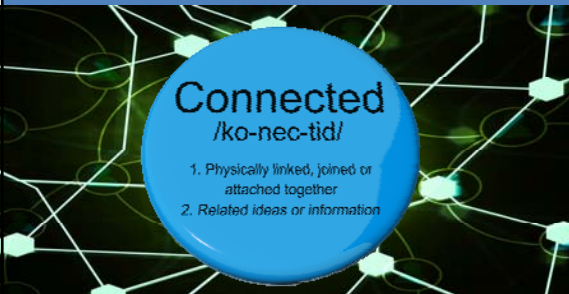
Ignite Learning with a Growth Mindset

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I used to think... but now I know...



It's all about the connections.

Debrief Connections Game

- We all have something to contribute.
- Showing vulnerability builds trust.
- Learning together connects our ideas.
- This is like your brain's neural network.



We can always grow our abilities.






What is our role in cultivating a growth mindset in others?

A quick look at new research

A Study about Messages

Group 1: Control

$$\frac{1}{3} \div \frac{3}{2} = ?$$



A Study about Messages

Group 2:

"Some of these problems are hard. Do your best."
 "If at first you don't succeed, try again."
 "Set your goals high, and don't stop until you get there!"

$$\frac{1}{3} \div \frac{3}{2} = ?$$

Encouraging!




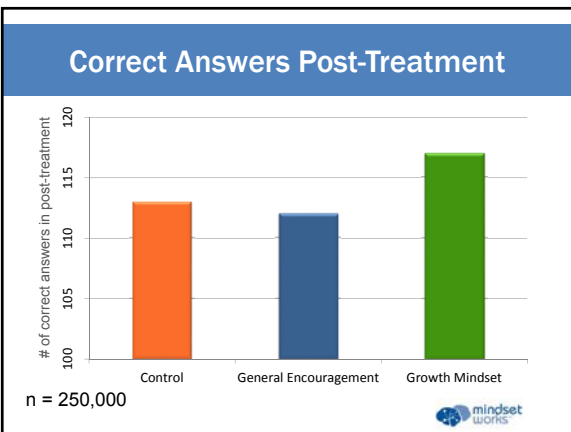
A Study about Messages

Group 3:

"Remember, the more you practice the smarter you become!"
 "When you learn a new kind of math problem, you grow your math brain!"
 "The harder you try the better you get!"


$$\frac{1}{3} \div \frac{3}{2} = ?$$

Growth Mindset





Our words matter.

Encouraging statements don't help much.



Growth opportunities do.



What is the difference?

Encouraging:

"Some of these problems are hard. **Do your best.**"
"If at first you don't succeed, **try again.**"
"Set your goals high, and **don't stop** until you get there!"

Growth Mindset:

"Remember, the more you **practice** the **smarter** you become!"
"When you **learn a new** kind of math problem, you **grow your math brain!**"
"The **harder you try** the **better** you get!"



Quick vs. Mindful



Instead of ...

Try...



Can our teachers grow too?



...and teach people that all of these abilities can change!

Taking on a challenge

Asking for help

Strategies

Effort

Resilience

Grit

Handling a mistake well

Process



The Impact of Praising Intelligence and Ability

When we say...

You're the best!

You picked this up so quickly!

You make it look so easy.

They may hear...

If I take risks and make mistakes, I won't be the best.

If I can't learn other things this quickly, I won't be viewed as smart.

I don't want to look like I've had to try hard.



Reframe from Fixed to Growth

Brainstorm at your tables.

Be prepared to share.



When teachers fail despite effort

Fixed Mindset

It looks this task is not within in your skill set. Perhaps you have strengths in other areas that can make up for those weaknesses.

It's ok, everybody doesn't have to be good at everything. Maybe you have other strengths.



When teachers fail despite effort

Growth Mindset

Yes, it is tough. Sometimes things are going to be hard, and that's ok. That's how we learn!

Maybe your approach isn't working. What else can you try? How else can we think about this?

Because you may have had less experience than others, you might feel like you are trying harder than most people. That's normal.



When teachers succeed easily

Fixed Mindset

You have picked this up so quickly!

I'm so lucky that I have the brilliant teachers.

Awesome. You're a natural!



When teachers succeed easily

Growth Mindset

Wow – you have that down! What's our next challenge so you can grow?

That's wonderful! Would you be up for sharing your strategies in our staff meeting so others can learn from your experience?

You have clearly put in the practice it takes to become awesome.



When teachers succeed with strong effort

Fixed Mindset

See, I knew you had it in you. It wasn't as hard as you thought, was it?

Brilliant! You are a rock star! You have a real talent for teaching.



When teachers succeed with strong effort

Growth Mindset

Do you remember how hard this was when you first started? Look at how far you have come!

What strategies did you use? They worked well for you. Remember this process well.



How do expectations affect performance?



(Rosenthal & Jacobson, 2003)



How does a teacher's mindset affect student performance?



Fixed Mindset
Teacher =
Low Achieving
Student

Growth Mindset
Teacher =
Higher Achieving
Student

(Rheinberg, Vollmeyer, & Rollett, 2000)



Individual Reflection

When has a fixed mindset about a teacher or a student affected your behavior toward that teacher or student?

What strategies will you use next time you notice those behaviors in yourself?



LeaderKit Tools

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The Right Mindset For Success



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What can we do?



We can start with our own core beliefs.





We hold both mindsets.

Questions to ask ourselves



- About what abilities do I have a growth or fixed mindset?
- How has my mindset affected my own behavior?
- What may people around me infer from observing my fixed mindset behaviors?






Finding Solutions

Moves for Leaders

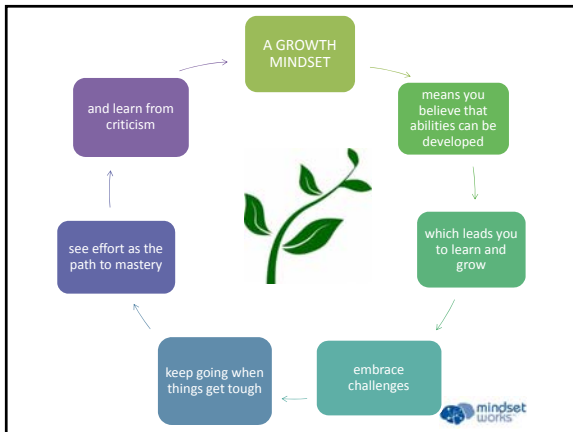
- Begin with Adults
- Choose a group of kids
- Include Parents

Want more?

- Student Intervention 
- EducatorKit: School-wide resources and tools 
- Growth Mindset Community www.mindsetworks.com 

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What will you take away?



thank you!

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Presentation link: <http://bit.ly/1DoKseM>