

## An Introduction to a Fixed vs a Growth Mindset

In the ever-changing world of modern business, one constant is the need to learn. With fast change and the unpredictability of technologies and markets, there is no way to teach all that is necessary prior to entering the workforce. Continuous learning once on the job is a must. Being able to facilitate rapid learning on a significant scale has become a central pillar of the new workplace.

In a fixed mindset, people believe their basic qualities, like their intelligence or talent, are simply fixed traits. They tend to concentrate on displaying their intelligence or talents instead of developing them.

In a growth mindset, people believe that their most basic abilities can grow through dedication and hard work – intelligence and talents are just the starting point. They tend to concentrate on continuously growing, learning and getting better.

Fixed Mindset	Growth Mindset
<b><i>Intelligence is static – leading to a desire to look smart and therefore a tendency to:</i></b>	<b><i>Intelligence can be developed – leading to a desire to learn and therefore a tendency to:</i></b>
Avoid challenges	Embrace challenge
Give up easily	Persist in the face of setbacks
Make effort mostly to highlight own intelligence	See effort as a path to mastery
Ignore useful negative feedback	Learn from criticism
Feel threatened by the success of others	Find lessons and inspiration in the success of others
<b><i>Typical beliefs are:</i></b>	<b><i>Typical beliefs are:</i></b>
Feedback can be a setback	Feedback is a chance to learn
Stretch goals are risky	Stretch goals are helpful
Motivation comes from approval	Motivation comes from mastery
Focus on what you are good at	Focus on where you can develop
Other's success can be a threat	Other's success inspires learning
Prove yourself	Improve yourself
Demonstrate your skills	Develop your skills
Perform better than others	Perform better than you did in the past
<b><i>Internal Dialogue:</i></b> <i>"Am I able to do this? Maybe I just don't have the talent....."</i> <i>"It's not my fault. It was someone else's responsibility"</i>	<b><i>Internal Dialogue</i></b> <i>"I am not sure I can do this right now but I will give it a go"</i> <i>"If I don't take responsibility, I can't fix it. I need to listen and learn."</i>