

GROWTH MINDSET

Activity 1: What do bad experiences teach us?

Activities to promote adults' personal, social and learn to learn skills

Description of initiatives comprised in this handbook.

Title/name	What do bad experiences teach us?
LifeComp Skill approached	<input type="checkbox"/> Self-regulation <input type="checkbox"/> Flexibility <input type="checkbox"/> Well-being <input type="checkbox"/> Empathy <input type="checkbox"/> Communication <input type="checkbox"/> Collaboration <input checked="" type="checkbox"/> Growth mindset <input type="checkbox"/> Critical thinking <input type="checkbox"/> Managing learning
Duration ¹	1 hour
Type of activity	Self and group reflection
Short description	<p>This activity helps adults to reflect on their previous unsuccessful experiences and what lessons they learnt from those experiences.</p> <p>This activity should be performed preferably in small groups (5-6 persons) with a maximum duration of 1 hour.</p> <p>The exercises will comprise mainly of self and group reflections, that will be guided by the facilitator's questions.</p>
Objectives	<ul style="list-style-type: none"> • Promote reflection on the positive aspects of unsuccessful experiences; • Promote reflection on the process of learning; • Foster the search for different and creative solutions; • Reflect on other people's feedback and unsuccessful experiences to continue developing one's potential.
Setting ²	<ul style="list-style-type: none"> • 1 facilitator • 1 small room with chairs positioned in a circle
Facilitators' Tips ³	<p>If someone is not comfortable sharing their experiences, it is important not to force them. If the entire group is not comfortable sharing an unsuccessful experience, the facilitator may start by asking them to share a successful one and continue with the exercise. As an alternative, the facilitator can use an example prepared in advance (please see the material for the facilitator).</p>

¹ It can be continuously.

² Materials and resources needed to implement it, including financial, human resources and spaces. In case is needed a worksheet, please use the following document to prepare it.

³ What a person needs to know to implement the activity.

<p>Step by step</p>	<ol style="list-style-type: none"> 1. The facilitator challenges each person in the group to think and identify an unsuccessful experience they have had (5 minutes). 2. The facilitator invites participants who are willing to share to shortly present a past unsuccessful experience in the group. 3. Then, the facilitator asks the person to reflect on the positive aspects of this unsuccessful experience and what they learnt from that experience by launching some of the following questions: <ul style="list-style-type: none"> ● What did you learn from this experience? ● What were the positive aspects of experiencing this? ● What skills do you think you developed by having experienced this? ● Which skills do you think you need to have to deal with this experience differently? ● How can you develop or improve these skills? 4. Then, the group is invited to also give their feedback. To motivate the participants, the facilitator can ask the following questions: <ul style="list-style-type: none"> ● In your opinion, which were the positive aspects of this experience? ● How would you manage this experience if it were you? ● How can you develop or improve these skills? 5. Based on the previous discussion, the facilitator asks the person how they would deal with that unsuccessful experience now. 6. Steps 1 to 4 are repeated with different people. 7. At the end of the activity, the facilitator presents an overview of the exercise, presenting the concept of growth mindset and the examples that can be used to develop this skill.
<p>Debriefing</p>	<ul style="list-style-type: none"> ● How did you feel thinking about and sharing an unsuccessful/bad experience? ● What was easy about it? What was challenging? ● What new things have you learned about yourself? ● What can you do from now on to proceed with using a growth mindset?
<p>References</p>	<p>Dweck, C. (2016). „Teaching a Growth Mindset“. Stanford Youtube. Available here.</p> <p>Dweck, C. (2016). What having a “growth mindset” actually means. <i>Harvard Business Review</i>, 13(2), 2-5.</p>



What do bad experiences teach us? – Material for facilitator

Worksheet – Growth Mindset

Definition:

“Belief in one’s and others’ potential to continuously learn and progress” (LifeComp Framework).

According to this concept:

1. It is possible to learn, improve and gain new skills with work and dedication.
2. Learning is a lifelong process that requires openness, curiosity and determination.
3. It is important to reflect on other people’s feedback as well as on successful and unsuccessful experiences to continue developing one’s potential.
4. Reflecting on the positive aspects of each experience and that even negative experiences/failures can teach us and help us to grow and to develop our skills.
5. Focusing on the steps that lead to a result, rather than the result itself, is part of the learning process.
6. It is important to ask for others' support and different perspectives when finding different solutions to a problem.

Why is it important?

1. To achieve success

Research shows that people with a growth mindset have increased odds of achieving success, as they try new and different approaches to deal with challenging situations (e.g., Dweck, 1999; Smiley et al., 2016).

2. To accept new challenges and learn new skills

If you have a growth mindset you will believe that you are able to try new strategies and to learn new things. This will help you to move into different fields, start different functions, try different jobs.

3. To improve self-esteem

Having a growth mindset will help you to build on your competences and not to give up when you have a negative experience or receive negative feedback.

When can it be used in daily life?

Examples:

1. When applying for a new job or when starting a different function, you can use this mindset to improve your competences.
2. When becoming a parent or grandparent.
3. When searching for training to improve a skill or learning something new.
4. When getting negative feedback at work.

Examples of bad/unsuccessful experiences for the facilitator use in case learners not share

1. Having a negative grade/evaluation in a course
2. Trying to cook a new recipe and not succeeding
3. Being fired from a job for not performing a task correctly

