

## GROWTH MINDSET

### Activity 2: What is your mindset?

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

Description of initiatives comprised in this handbook.

Title/name	What is your mindset?
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 <sup>1</sup>	1 hour
Type of activity	Concept definition
Short description	<p>This activity helps adults to better analyse the concept of growth mindsets and the difference between a fixed and a growth mindset, also enhancing the ability to transform a fixed mindset into a growth mindset.</p> <p>This activity should be performed preferably individually with a maximum duration of 1 hour.</p> <p>The exercises will comprise mainly identification of concepts and its implementation into practice, that will be guided by the facilitator's questions.</p>
Objectives	<ul style="list-style-type: none"> <li>• To analyse the concept of growth mindsets;</li> <li>• To distinguish between fixed mindset and growth mindset;</li> <li>• To develop a growth mindset in adults;</li> </ul>
Setting <sup>2</sup>	<ul style="list-style-type: none"> <li>• 1 facilitator</li> <li>• 1 small room</li> </ul> <p>For face-to-face implementation</p> <ul style="list-style-type: none"> <li>• Cards with the sentences displayed</li> <li>• 2 boxes: 1 for growth mindset and 1 for fixed mindset</li> <li>• White paper and pens</li> </ul> <p>For online implementation</p> <ul style="list-style-type: none"> <li>• Board with statements to be sorted into 2 groups</li> <li>• White board for learners to write on</li> </ul>

<sup>1</sup> It can be continuously.

<sup>2</sup> 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.

<b>Facilitators' Tips<sup>3</sup></b>	The facilitator can help adults with the first sentences.
<b>Step by step</b>	<ol style="list-style-type: none"> <li>1. The facilitator asks participants to list their associations with the word 'mindset'.</li> <li>2. The facilitator presents the definition of growth and fixed mindset, explaining the benefits of adopting a growth mindset (15 minutes).</li> <li>3. The facilitator presents cards/an online board with sentences and asks the adult to match each sentence to growth or fixed mindset, putting the sentences into the correct box (for examples of sentences, please see the attached material for facilitator).</li> <li>4. Then, the facilitator asks the adult to write more sentences that reflect each type of mindset.</li> <li>5. Then, the adult is invited to rewrite the sentences regarding a fixed mindset, by adjusting them to a growth mindset (examples on how to adjust the sentences are available on the material for facilitator).</li> <li>6. At the end of the activity, the facilitator presents an overview of the exercise, presenting the concept of growth mindset and how to adjust our beliefs to a growth mindset.</li> </ol>
<b>Debriefing</b>	<ul style="list-style-type: none"> <li>• Can you describe situations in which you used a growth mindset?</li> <li>• Can you describe situations in which you used a fixed mindset?</li> <li>• How can adopting a growth mindset help you in the future?</li> <li>• What can you do, from now on, to adjust your speech and beliefs to a growth mindset?</li> </ul>
<b>References</b>	<p>Dweck, C. S. (2006). <i>Mindset: The new psychology of success</i>. Random house.</p> <p><a href="https://fs.blog/carol-dweck-mindset/">https://fs.blog/carol-dweck-mindset/</a></p> <p><a href="https://www.mindsethealth.com/matter/growth-vs-fixed-mindset">https://www.mindsethealth.com/matter/growth-vs-fixed-mindset</a></p>

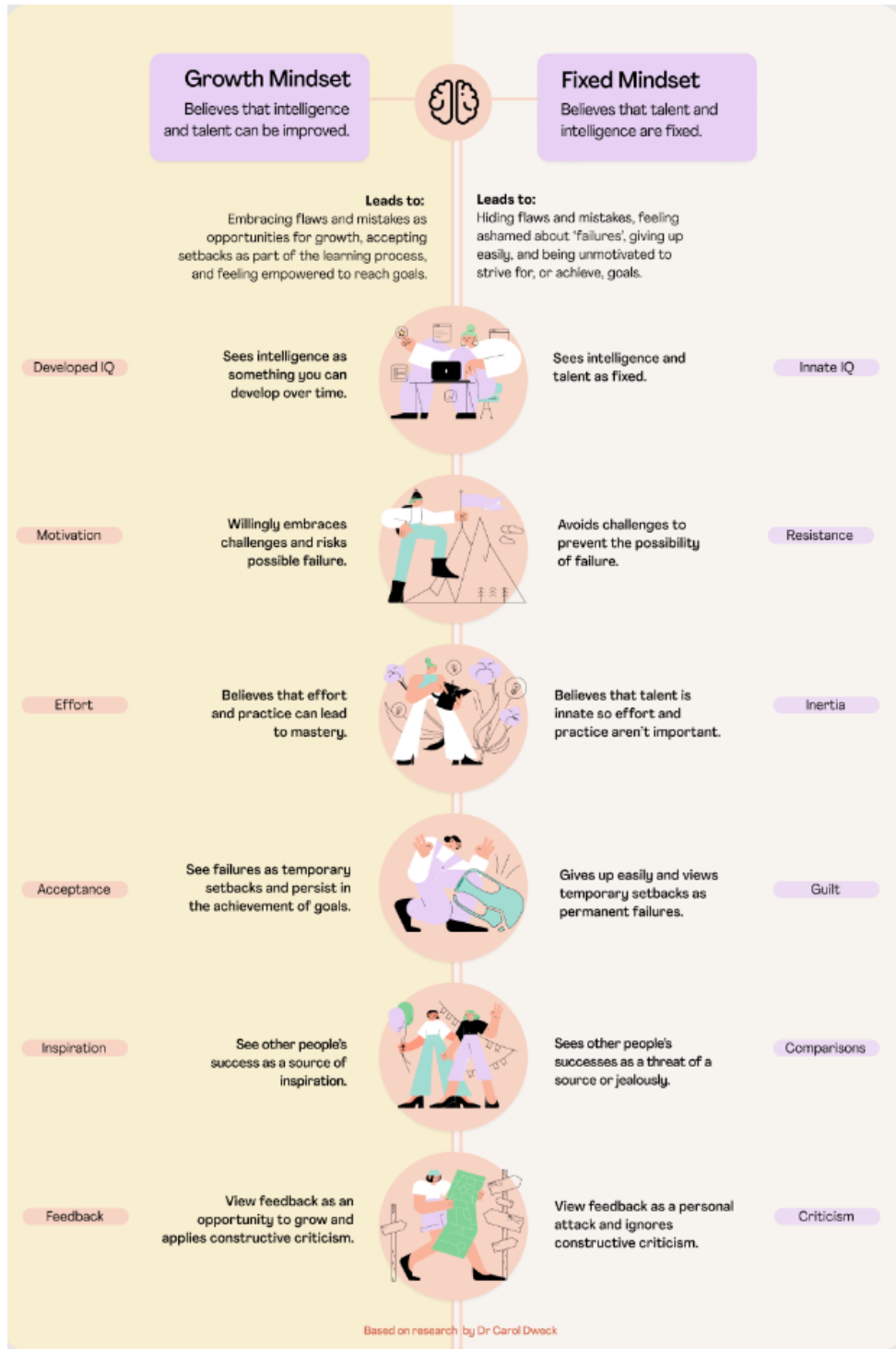
<sup>3</sup> What a person needs to know to implement the activity.



# What is your mindset? - Material for facilitator

## Worksheet - Growth Mindset

- Fixed vs Growth Mindset



Retrieved from <https://www.mindsethealth.com/matter/growth-vs-fixed-mindset>

## Growth mindset

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

- **According to this concept:**
- It is possible to learn, improve and achieve competences with work and dedication.
- Learning is a lifelong process that requires openness, curiosity and determination.
- It is important to reflect on other people's feedback as well as on successful and unsuccessful experiences to continue developing one's potential.
- 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 competences.
- Focusing on the steps that lead to a result, rather than the result itself, is part of the learning process.
- It is important to ask for others' support and different perspectives when finding different solutions to a problem.
- Setbacks are a necessary part of the learning process and help people to grow.

Those who adopt a growth mindset are more likely to:

- Embrace lifelong learning
- Believe intelligence can be improved
- Put in more effort to learn
- Believe effort leads to mastery
- Believe failures are just temporary setbacks
- View feedback as a source of information
- Willingly embrace challenges
- View others' success as a source of inspiration
- View feedback as an opportunity to learn

Source: <https://www.mindsethealth.com/matter/growth-vs-fixed-mindset>

Examples of growth mindset sentences:

- New challenges will help me grow.
- If I try hard, I can become good at this.
- Failure is an opportunity to grow.
- I can work on my knowledge.
- I can always learn something from my mistakes.
- I can change some characteristics and behaviors that I do not like about myself.

## Fixed mindset

- **According to this concept:**
- People's attributes are fixed and cannot change
- Challenges are avoidable
- Intelligence cannot be developed
- Other's success is threatening.

Those who adopt a fixed mindset are more likely to:

- Believe intelligence and talent are static
- Avoid challenges to avoid failure



- Ignore feedback from others
- Feel threatened by the success of others
- Hide flaws so as not to be judged by others
- Believe putting in effort is worthless
- View feedback as personal criticism
- Give up easily“

Source: <https://www.mindsethealth.com/matter/growth-vs-fixed-mindset>

Examples of fixed mindset sentences:

- I am not able to do this, because I am not talented.
- I only do things I am good at.
- It is not worth trying.
- I will never be good at this.
- I made a mistake, so I am not good at this.

Examples on how to adjust sentences:

Fixed Mindset	Growth Mindset
I am not able to do this, because I am not talented.	I am going to study and develop this competence to be able to do this.
It is not worth trying.	I will use some strategies that I learned and I will do my best.
I made a mistake, so I am not good at this.	This mistake will help me to improve next time.
I will never be good at this.	I will train to improve for next time.
She is very good at using digital tools. I will never be as good as her.	I will try to understand how she is so good with these skills.

