

Book Notes

Carol S. Dweck – Mindset

There are two kind of people, one's with a fixed mindset and others with a growth mindset.

You have a choice! Mindsets are beliefs!

Fixed mindset	Growth mindset
Believe in fixed ability.	Believe in increasing their ability through learning.
Believe in fixed intelligence.	Believe in substantially changing how intelligent you are.
Always try to prove their smartness or talent.	Believe in effort and loves a challenge.
Get a good feeling about something they already master.	Get a good feeling about what is hard.

Saying: Becoming is better than being.

Praise effort! Not the result!

Compliment people if a growth mindset (p 81): Don't praise ability, praise effort, learning, improving.

Fixed mindsets: when having a positive label, they are afraid of losing it. When having a negative label, they are afraid of deserving it.

What is success: Finding 1: People with a growth mindset found success in doing their best, learning and improving.

What is failure: Finding 2: People with a growth mindset found setbacks motivating.

Taking charge of success: Finding 3: People with a growth mindset in sports too charge of the processes that bring success – and that maintain it.

Groupthink vs we think (p. 134).

Groupthink is when everyone in a group start thinking alike. No one disagrees. No ones takes a critical stance. It can lead to catastrophic decisions, and as study suggests, it often can come right out of a fixed mindset.

P 215

What a growth mindset is and is not

The process includes: hard work, trying new strategies and ask for help and input from others.

When somebody has tried hard and made little or no progress, we should not be content with effort that leads to no benefits. We should figure out why that effort is not effective and guide toward new strategies that will help them resume learning.

Educators must create a growth-mindset-friendly environment, where people feel safe from judgement, where they understand we believe in their potential to grow and where they know that we are totally dedicated to work together with them on their learning.

How do you pass a growth mindset on?

1. The praise. Focus on your child's learning process.
2. Response to mistakes. Threat the mistakes as opportunities to learn.
3. Teaching for understanding. Teachers who care about a deeper understanding and work with students to achieve it, increases the believe of the student that their abilities can be developed.

Chapter 8 – p223

New beliefs don't change old beliefs, but and as they become stronger, they give you a different way to think, feel and act.

Beliefs are the key to happiness (and misery).

People with a growth mindset are monitoring what is going on, but don't judge themselves by it. They are thinking: what can I learn from this? How can I help my partner to do this better?

Changing the internal monologue from a judging one to a grow-oriented one – page 226

Brainology program: <https://www.mindsetworks.com>

It is not easy to replace your mindset with a mindset that tells you to embrace: challenge, struggle, criticism, setbacks.

Opening yourself up to growth – page 236

1. Make a concrete plan. When.
2. Where and how will you do it?

The growth mindset and self-control – page 251

Growth mindset people realize they need to learn and practice strategies that work for them.

They understand they need to plan. They think actively about maintaining, what habits to develop.

They know setbacks will happen. What can you learn from this. It's a learning process not a battle between the bad you and the good you. It's a reminder that you are an unfinished human being.

Read last stripe on page 251.

Mindset change is not about picking up a few pointers but about seeing things in a new way.

Growth takes plenty of time, effort and mutual support to achieve and maintain.

They journey to a (true) growth mindset – page 254

Step 1: embrace your fixed mindset. Everybody is a mixture of growth and fixed mindsets.

Step 2: become aware of your fixed mindset triggers.

Step 3: give your fixed mindset persona a name.

Step 4: Educate it! Invite it to join the growth-mindset journey.

Learn and help learn

What are the opportunities for learning and growth today? For myself and the people around me. After thinking about the opportunities, form a plan and ask: when, where and how will I embark on my plan.

When, where and how will make the plan concrete. How asks you of all the ways to bring your plan to life and make it work. Regardless of how bad you may feel, chat with your fixed-mindset persona and then do it!

TWO MINDSETS

BY CAROL S. DWECK, Ph.D

