

# FIXED VS. GROWTH MINDSET



**Mindset is a simple idea discovered by Stanford University psychologist Carol Dweck.**

**In a fixed mindset,** people believe their basic qualities, like their intelligence or talent, are simply fixed traits. They spend their time documenting their intelligence or talent instead of developing them. They also believe that talent alone creates success — without effort.

**In a growth mindset,** people believe that their most basic abilities can be developed through dedication and hard work—brains and talent are just the starting point. This view creates a passion for learning and a resilience that is essential for great accomplishment.

## FIXED MINDSET

- Something you're born with
- Something to avoid
- Could reveal lack of skill
- Tend to give up easily
- Unnecessary
- Something you do when you are not good enough
- Get defensive
- Take it personally
- Blame others
- Get discouraged



## GROWTH MINDSET

- Come from hard work
- Can always improve
- Should be embraced
- An opportunity to grow
  - More persistent
- Essential
- A path to mastery
- Useful
- Something to learn from
- Identify areas to improve
- Use as a wake-up call to work harder next time