# 12@12 - Are You There Yet?

## Slide 1 **Mindsets**

## Our mindsets have powerful effects on our physical responses, attention, motivation and emotions.

## They aren't just a reflection of reality, they serve to interact with it and shape it in self-fulfilling ways.

## Slide 2

**How much do you agree or disagree with the following statements?**

* You are a certain kind of person, and there is not much that can be done to change that.
* You can do things differently, but the important parts of who you are can’t really be changed.
* You can learn new things, but you can’t really change how intelligent you are.
* The harder you work at something the better you will be at it.
* Truly smart people do not need to try hard.

## Slide 3

**Fixed Mindset: *Motivated to look impressive - Fear Based***

* I’m not really good enough
* Others will find out I’m not as good as they think I am
* Imposter syndrome
* Negative feedback hurts
* Failures & mistakes humiliate
* Who or what can I blame?
* Need to be in control
* Only outcomes matters
* Avoid challenges

**Growth Mindset: *Motivated to learn & grow - Confidence Based***

* I can improve with learning and effort
* What can I learn from others
* Not there ‘yet’
* Negative feedback sparks learning
* Failure & mistakes teach
* Need to show up
* Process and outcome matter
* Challenges are opportunities

## Slide 4

“No matter who you are there are times you are triggered into a fixed mindset.

A mistake or criticism.

At those moments you feel like your fixed talent has been judged.”

*Carol Dweck*

## Slide 5

## What triggers your fixed mindset?

## Slide 6

## “If I put myself in situations only where I can guarantee no mistakes, I am also guaranteeing not learning and no passion.”

*Ellen Langer*

## Slide 7: Change the stories you tell yourself

## From:

* What if I fail?
* I’ll never be that smart/talented
* Why do others do it easily?
* This has not worked
* What will others think of me if I fail?

To:

* What can I learn from this experience?
* I can’t do that YET!
* What can I learn from others?
* What’s our plan B?
* Failing and getting things wrong is just part of the learning process. And that is OK

## Slide 8: **Teams with growth mindsets**

* Excel at creativity and innovation
* Trust and cooperation
* Capitalise on failure

## Slide 9: Want to find out more?

Carol Dweck: The Power of Believing that you can improve-

 (<https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve>)

Alia Crum: Change Your Mindset, Change the Game

(<https://www.youtube.com/watch?v=0tqq66zwa7g>)