

Fixed Versus Growth Mindset

November 26, 2018

- Last day for Black Friday specials
- Last day to buy your 4 Year Career book for \$1.00 each
- Tuesday with Richard Brooke continues Tuesday at 6 PM CT
<http://Blissbusiness.com/mannatechtraining>
- TNL –November 27th at 7:30 PM at Mannatech Corporate or
www.allaboutmannatech.com Presenter: Merri-jo Hillaker
- DFW Saturday Training – December 1st at 9 AM CT at Mannatech Corp Offices or
www.allaboutmannatech.com

Carol Dweck...researcher at Stanford University

"In a fixed mindset, students believe their basic abilities, their intelligence, their talents are just fixed traits. They have a certain amount and that's that, and then their goal becomes to look smart all the time and never look dumb. In a growth mindset, students understand that their talents and abilities can be developed through effort, good teaching and persistence. They don't necessarily think everyone's the same or anyone can be Einstein, but they believe everyone can get smarter if they work at it."

1. Most of us are guilty of having a "fixed mindset" in certain situations.
 - a. This can result in preventing important skill development and growth, which could sabotage your health and happiness down the line.
 - b. Examples: "I am not a people person." This stops you from developing skills that you have or developing new ones.
 - c. The "growth mindset" would attempt, fail and see an area to learn more. Failure and setbacks are just learning experiences...they do not define you.
2. How do we know our limiting beliefs? Many don't realize it until it stares us in our face.
 - a. Self-development courses with experiential exercises support "awakening."
 - b. Close connection between WHAT YOU BELIEVE and WHAT YOU DO...
We avoid situations that might suggest we are a failure.
 - c. Examples:
It is hard for me to lose weight.
I'm not good with numbers.
I'm not a natural athlete.
I'm not creative.
I'm a procrastinator.
 - d. It is clear how these fixed mindsets will cause you to avoid experiences...because you will do a lot (or "nothing") to avoid failure. As a result, you won't learn much, and you will stay "stuck" in your limited thinking.
3. What can you do about this?

a. How can you change the things you believe about yourself, eliminate the FIXED mindset and actually achieve your goals?

Actions can change beliefs...small, repeated actions.

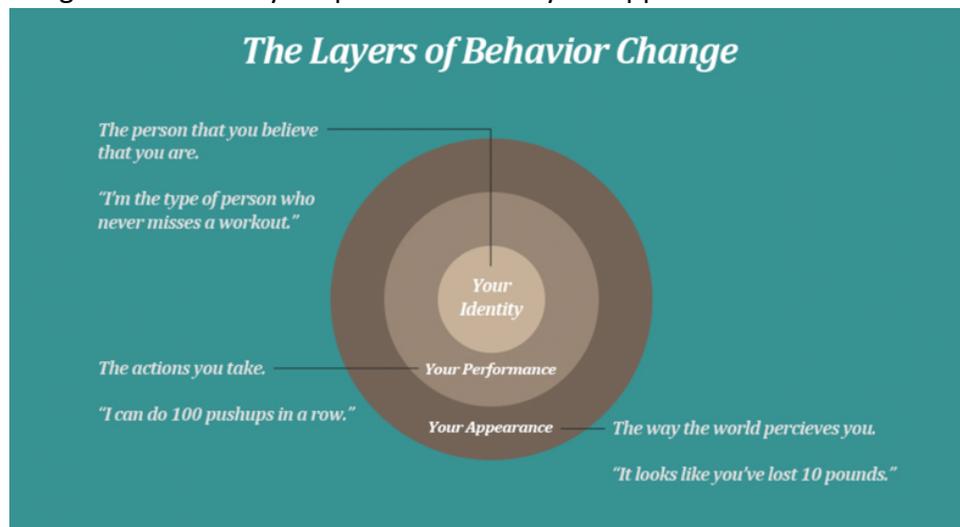
b. The "BEST" practice every day, and their results are fantastic but that is not what sets them apart. It is the daily dedication to practice. It is that their identity is centered on being the type of person who does their craft each day.

c. IDENTITY BASED HABITS...Carol Dweck refers to it this way...people with a growth mindset focus on the process of building a better identity versus the end product.

We fail to make the distinction between running a marathon and just exercising 3-5 days a week. We think if we just do "X" we will transform into the person we want to become.

We fall victim to FIXED MINDSET...thinking we are defined by the result.

Sustainable and long-lasting change starts with building a better identity, not by focusing on results like your performance or your appearance.



4. Here is the truth: it's your daily actions that will change what you believe about yourself and the person you become. It's about:

a. 1. Setting a schedule

2. Showing up

3. Sticking to it

b. It is about focusing on building the right identity rather than worrying about getting the right result. Just showing up daily...

c. When you let the results define you - your talent, test scores, your weight, your job, your performance, your appearance - you become the victim of a Fixed Mindset.

But when you dedicate yourself to showing up each day and focusing on the habits that form a better identity, that's when you learn and develop.

5. What should you do now?

a. Skill is something you can cultivate...not just something you are born with.

You can become more creative, intelligent, athletic, artistic, outgoing, and more successful by focusing on the process, not the outcome.

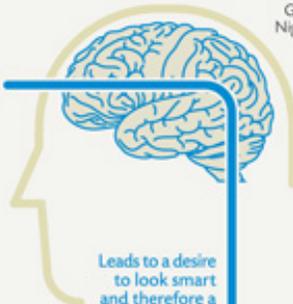
b. It is not about the results....it is about building the identity of the type of person who gets to enjoy those results.

TWO MINDSETS

CAROL S. DWECK, Ph.D.

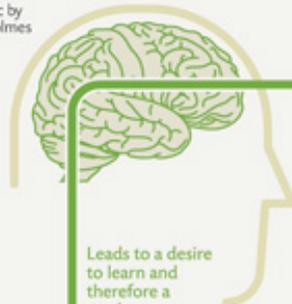
Graphic by Nigel Holmes

Fixed Mindset
Intelligence is static



Leads to a desire to look smart and therefore a tendency to...

Growth Mindset
Intelligence can be developed



Leads to a desire to learn and therefore a tendency to...

CHALLENGES

...avoid challenges



...embrace challenges



OBSTACLES

...give up easily



...persist in the face of setbacks



EFFORT

...see effort as fruitless or worse



...see effort as the path to mastery



CRITICISM

...ignore useful negative feedback



...learn from criticism



SUCCESS OF OTHERS

...feel threatened by the success of others



...find lessons and inspiration in the success of others



As a result, they may plateau early and achieve less than their full potential.

All this confirms a **deterministic view of the world.**

As a result, they reach ever-higher levels of achievement.

All this gives them a **greater sense of free will.**