



# MONDAYS

*with Mike*

## Engaging our Growth Mindset

Dr. Carol Dweck has created a powerful body of work that frames our ability to attack issues in our work, personal lives, parenting, hobbies, and competitive settings. She summarizes her work into two main categories:

The Fixed Mindset and the Growth Mindset.

Let's unbundle them both and then use her personal action plan guidance as we take on life's next opportunities:

The Fixed Mindset creates the following actions:

- We avoid failure.
- We desire to look smart.
- We avoid challenges.
- We stick to what we know.
- We take feedback and criticism personally.
- We don't change or improve.

The Growth Mindset creates the following actions:

- We desire continuous learning.
- We confront uncertainties.
- We embrace challenges.
- We are not afraid to fail.
- We put lots of effort into learning.
- We see feedback as commentary on our current capabilities.

Now, the personal action plan to get us to live in the Growth Mindset:

1. Learn to hear our Fixed Mindset voice.
2. Recognize that we do have a choice.
3. Talk back to the Fixed Mindset voice with a Growth Mindset voice.
4. Take the Growth Mindset action.

Our mindset becomes our skill set!  
Have a growth-oriented start to your week!