

Conversations in Mentoring

Growth Mindset

Context

Science suggests that, for many skills, you can learn and do whatever you put your mind to. This is referred to as neuroplasticity. When you practice an activity again and again, your neural networks shape or reshape themselves—for instance, changing a dietary practice or developing muscle memory in sports.

Fixed Mindset The abilities I am born with or without determine what I can do.
Being good at something is a yes or no proposition.
If I get frustrated, I tend to give up.

Growth Mindset Attitude and effort determine my abilities.
If I put my mind to it, I can learn to do anything.
Failure is an opportunity to explore a challenge and grow.

Approaches and strategies

- Keep a positive attitude when faced with difficulty—approach challenges like a puzzle to solve.
- See that most skills take work (practice, determination, and reflection).
- Look to other people's success to find lessons and inspiration.
- Welcome feedback to foster learning and growth—ask questions and turn criticism into a conversation.

Considerations and goals toward a more effective practice

- What is an upcoming or ongoing challenge for which it would help you to change your mindset?
- Which growth mindset tip might help you address this challenge?
 - How do you feel about this challenge now?
 - How can you think differently about this challenge?

