

Welcome to you all!

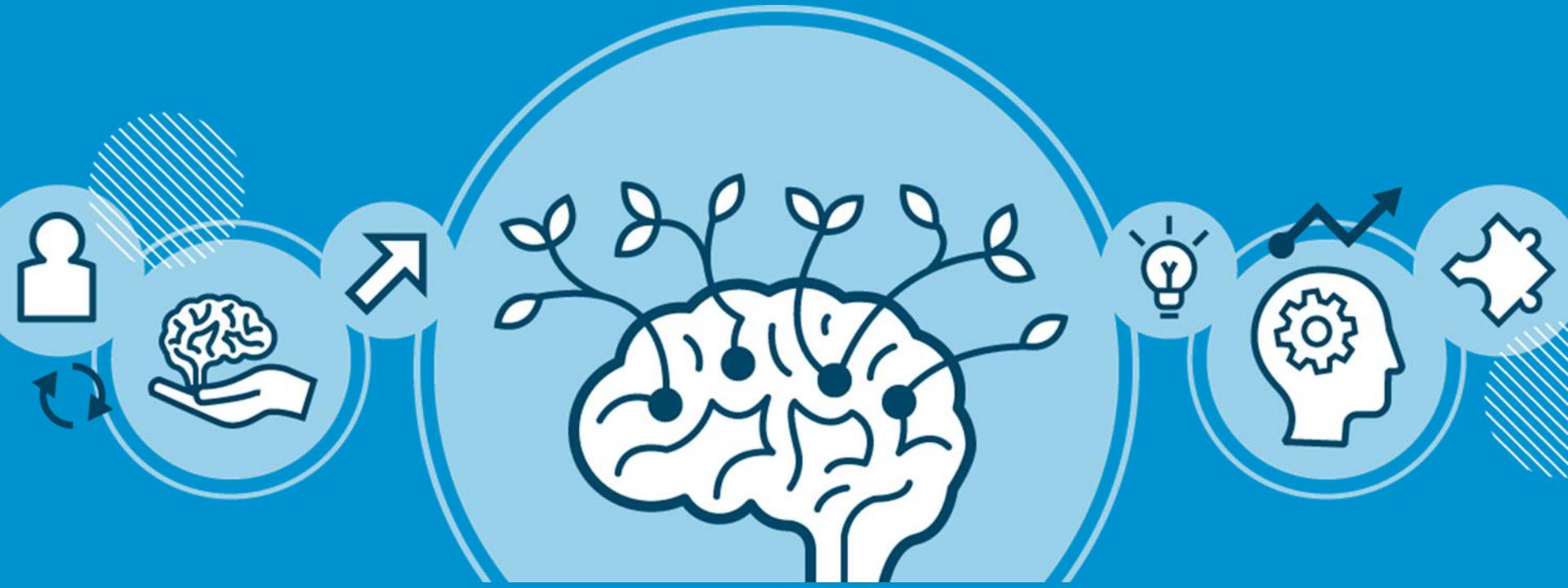
Whilst we are waiting to start may I politely request that you complete the ‘growth mindset’ questionnaire that you will find on your table. We will look at the results at the end of the workshop.

Thank you!



Developing a Growth Mindset

'dedicated to learning as the foundation for life'



Session objectives

1. Introduce the concept of ‘growth mindset’
2. Dispel any myths around growth mindset
3. Explore the benefits of growth mindset for staff & students
4. How you can develop a Growth Mindset in yourself and students.

Why do we not encounter unmotivated babies?



How do we go from this?



Inquisitive minds



Where exploration & discovery was the most natural thing to do?



To this...?



The incredible story of a flea



The importance of mindsets

Escape the circus and live beyond the imaginary lid.

But what does this mean?

TWO MINDSETS

CAROL S. DWECK, Ph.D.

Graphic by
Nigel Holmes

Fixed Mindset

Intelligence is static

Growth Mindset

Intelligence can be developed

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

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

Mindset Traits

Fixed Mindset

1. Look clever at all costs.
2. Hide mistakes & deficiencies
3. Does not cope with setbacks
4. Blames others for failure
5. It should come naturally
6. We are born intelligent
7. Talent & intelligence is everything
8. Effort undermines intelligence

Growth Mindset

1. Learn at all costs.
2. Confront mistakes & deficiencies
3. Learns from setbacks.
4. Seeks new learning opportunities
5. Work hard, effort is key
6. Effort essential to achieve & improve
7. Persistently committed & motivated
8. You can develop intelligence
9. Success – talent & mindset

“Haven’t failed I’ve just found 10,000 ways that won’t work” - Thomas Edison

Growth mindset – what it isn’t!

- ✖ Anyone can do anything
- ✖ That ability doesn’t matter
- ✖ Anti-competition
- ✖ Making people feel better about failing
- ✖ Simply telling pupils to ‘try harder’
- ✖ A silver bullet
- ✖ A quick fix

“It’s not that I am so smart; it’s just that I stay with problems longer” – Albert Einstein

The Iceberg Illusion

Success
is an
iceberg

SUCCESS!

WHAT PEOPLE
SEE

Persistence



WHAT PEOPLE
DON'T SEE

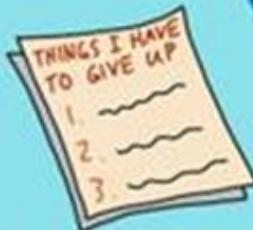
Failure



Dedication



Sacrifice



Hard work



Good habits (())



Disappointment

@sylviaduckworth

Fixed or Growth mindset?

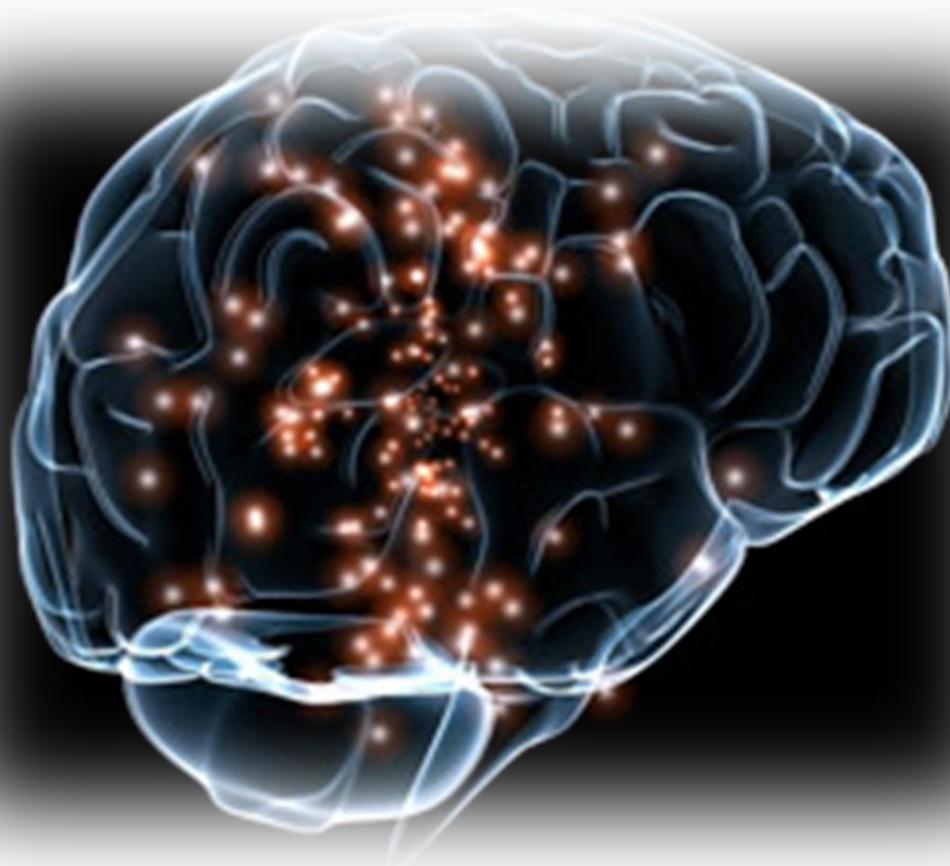


The science of growth mindset

Neuroplasticity.

What is it?

Neuroplasticity



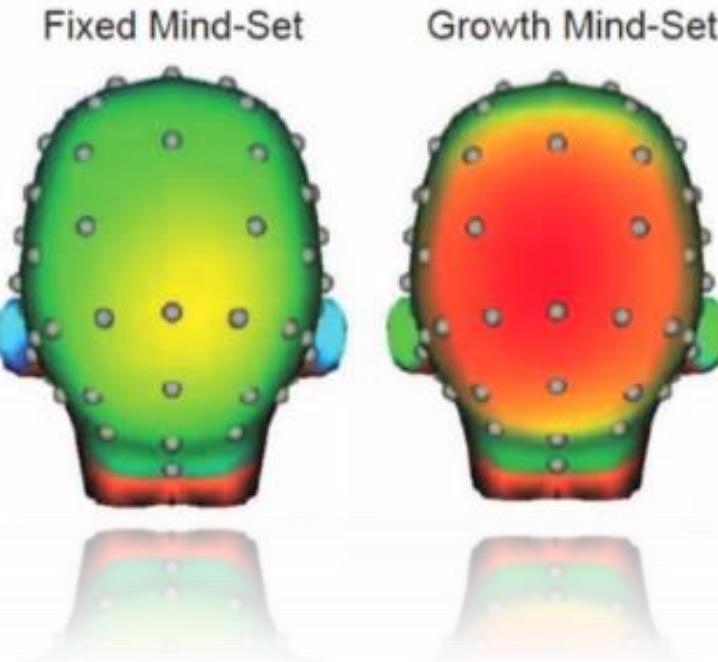
The science of growth mindset

MISTAKES GROW YOUR BRAIN.

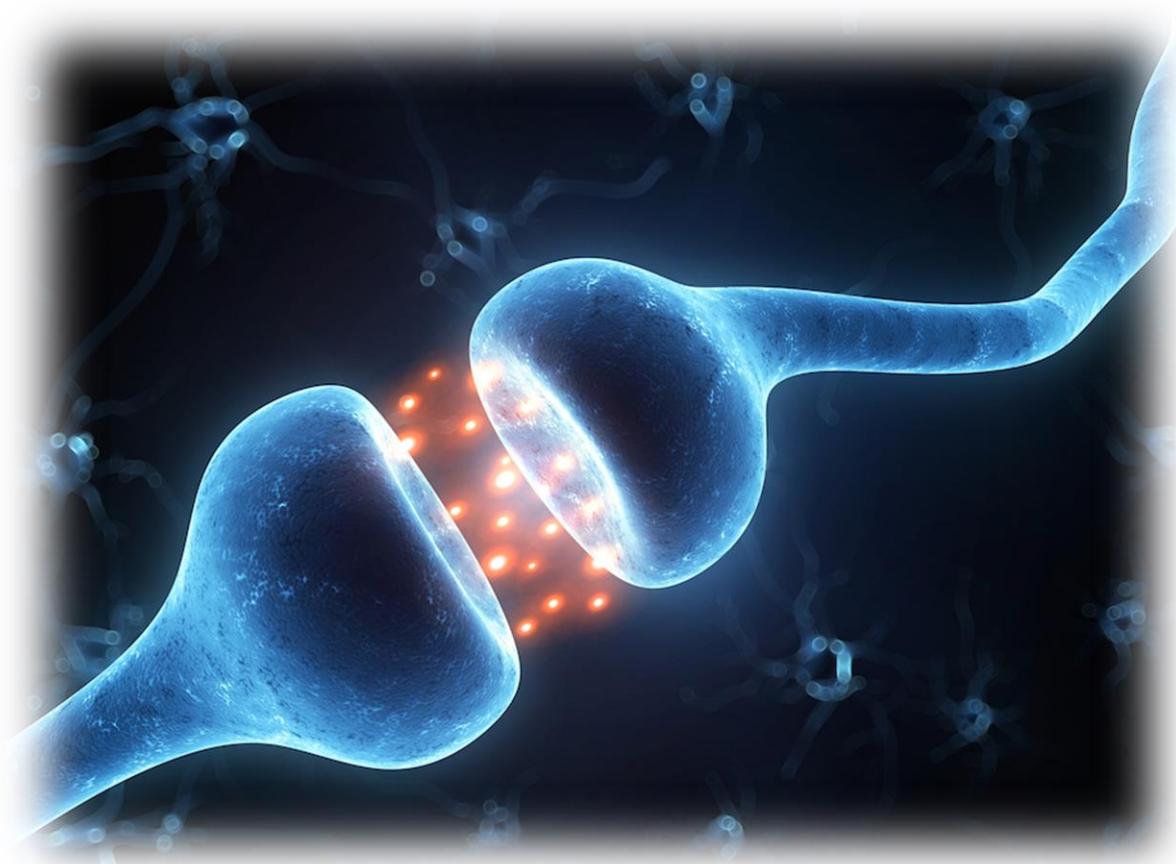
True or False

The science of growth mindset

What do you see happening in these images here?



MISTAKES GROW YOUR BRAIN.

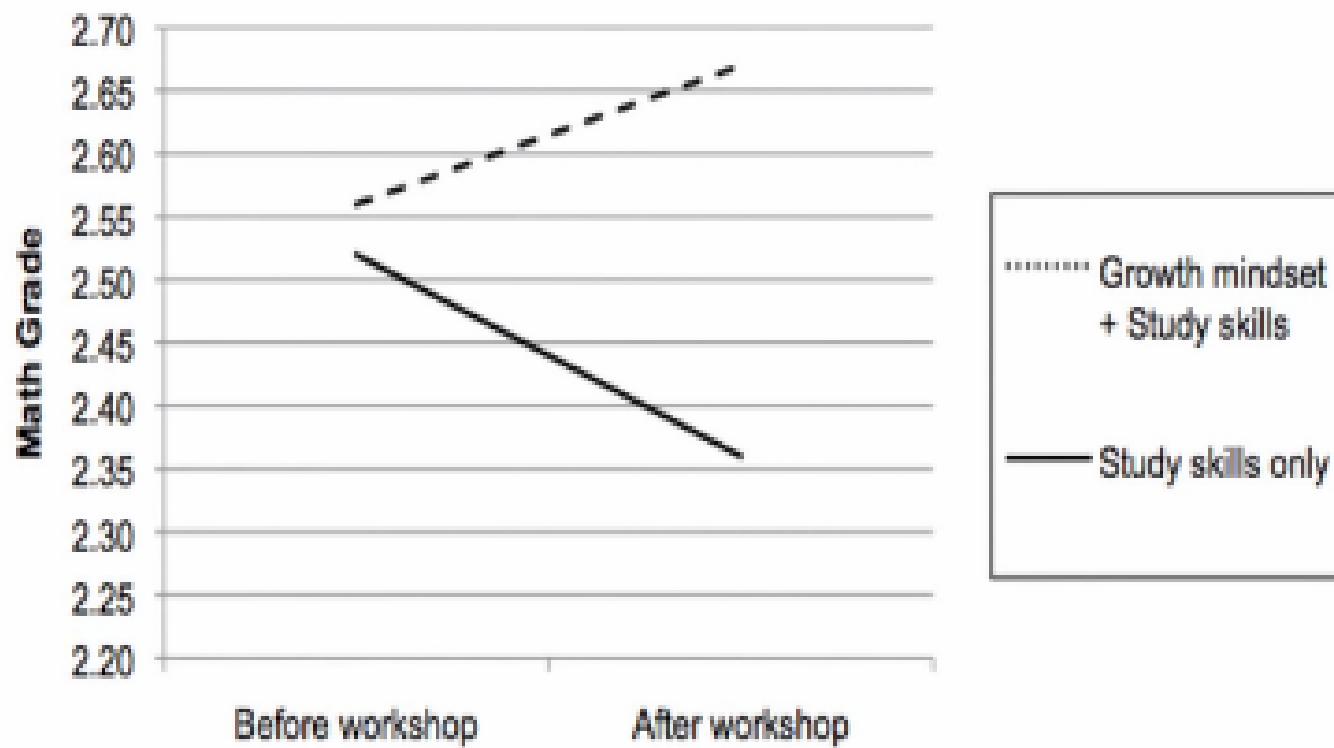


- Show my own research on growth mindset with year 11



“I have failed over and over again in my life – that’s why I’ve succeeded” - Michael Jordan

Effect on Math Grades: 7th Grade



“You tried your best and failed miserably – the point is never try” Homer Simpson

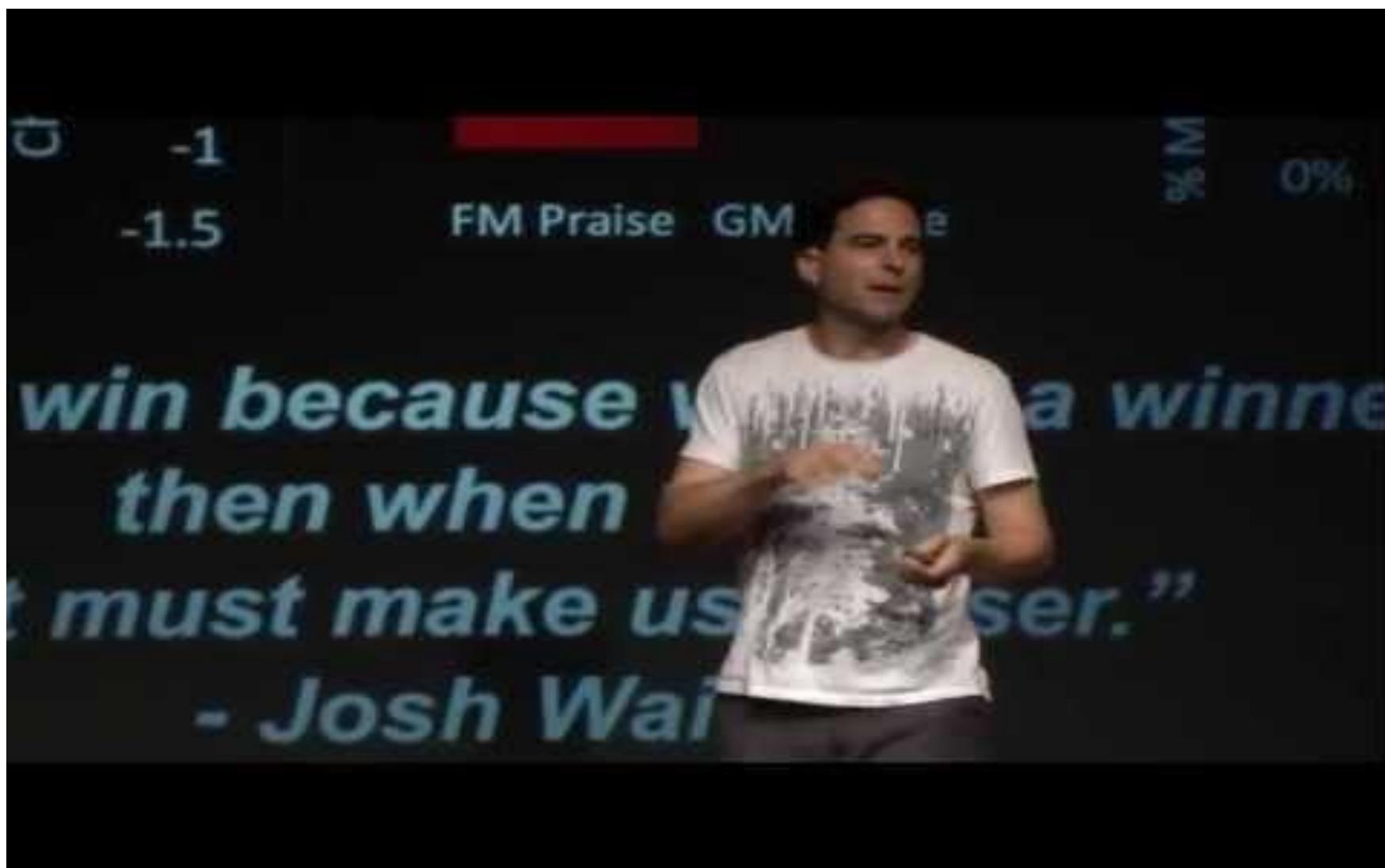
Why are we interested in growth mindset?

- Seek out better feedback (*Mueller and Dweck, 1998*)
- Stretch themselves (*Mueller and Dweck, 1998*)
- Want to persist for longer (*Mueller and Dweck, 1998*)
- Cope better with transitions (*Blackwell et al., 2007*)
- Higher levels of grit (*Hinton and Hendrick, 2015*)
- Better grades (*Dweck, 2008 and Paunesku et al., 2015*)
- Less likely to drop out of school (*Paunesku et al., 2015*)
- Reduced stress and aggression (*Yeager and Dweck, 2012*)

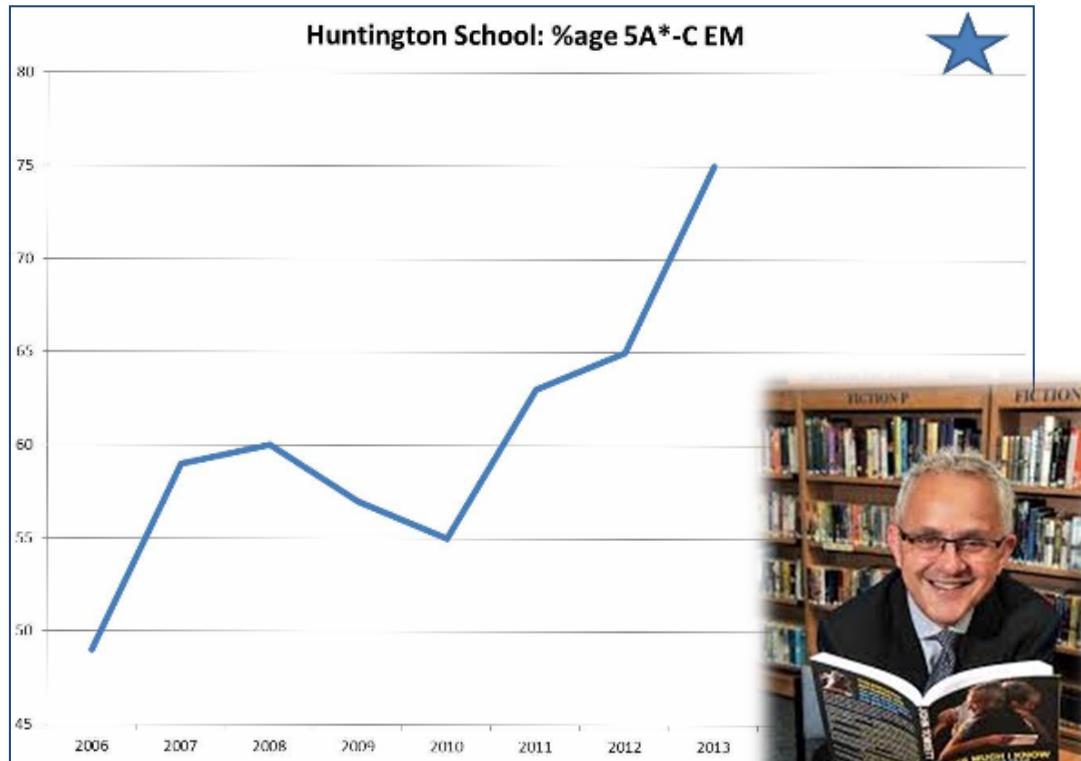


‘dedicated to learning as the foundation for life’

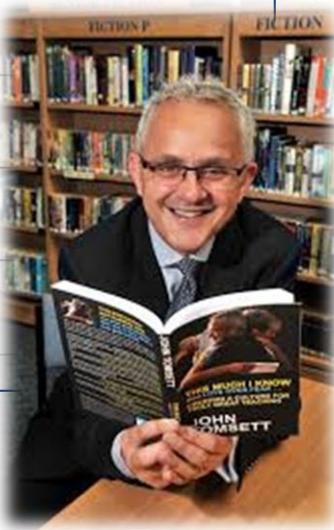
Dweck, research and how it can help



Why are we interested in growth mindset?



Education
Endowment
Foundation



“Now’t but growth mindset for three years” – John Tomsett

‘dedicated to learning as the foundation for life’



The science of growth mindset



What does a growth mindset school look like?

In your groups we would like you to discuss what a 'growth mindset' school feels, looks and sounds like. Think about:

- What do we already do that promotes a 'growth mindset'?
- What could we do to promote a 'growth mindset'?



'dedicated to learning as the foundation for life'

How will we enact a growth mindset?

1. Growth mindset established as a whole school priority
2. Establish a growth mindset focus group
3. Establish a growth mindset development plan.
4. Engage all groups - parents, pupils, staff and governors
5. Grow a culture where intelligence is not fixed



‘dedicated to learning as the foundation for life’

How will we enact a growth mindset?

- Acquiring a growth mindset is not just about effort.
- Sheer effort is highly important but it is not the ultimate value.
- Learning and improvement are.
- Effort is one route to learning and improvement.
- Focus: resilience, self-sufficiency, & good learning.



‘dedicated to learning as the foundation for life’

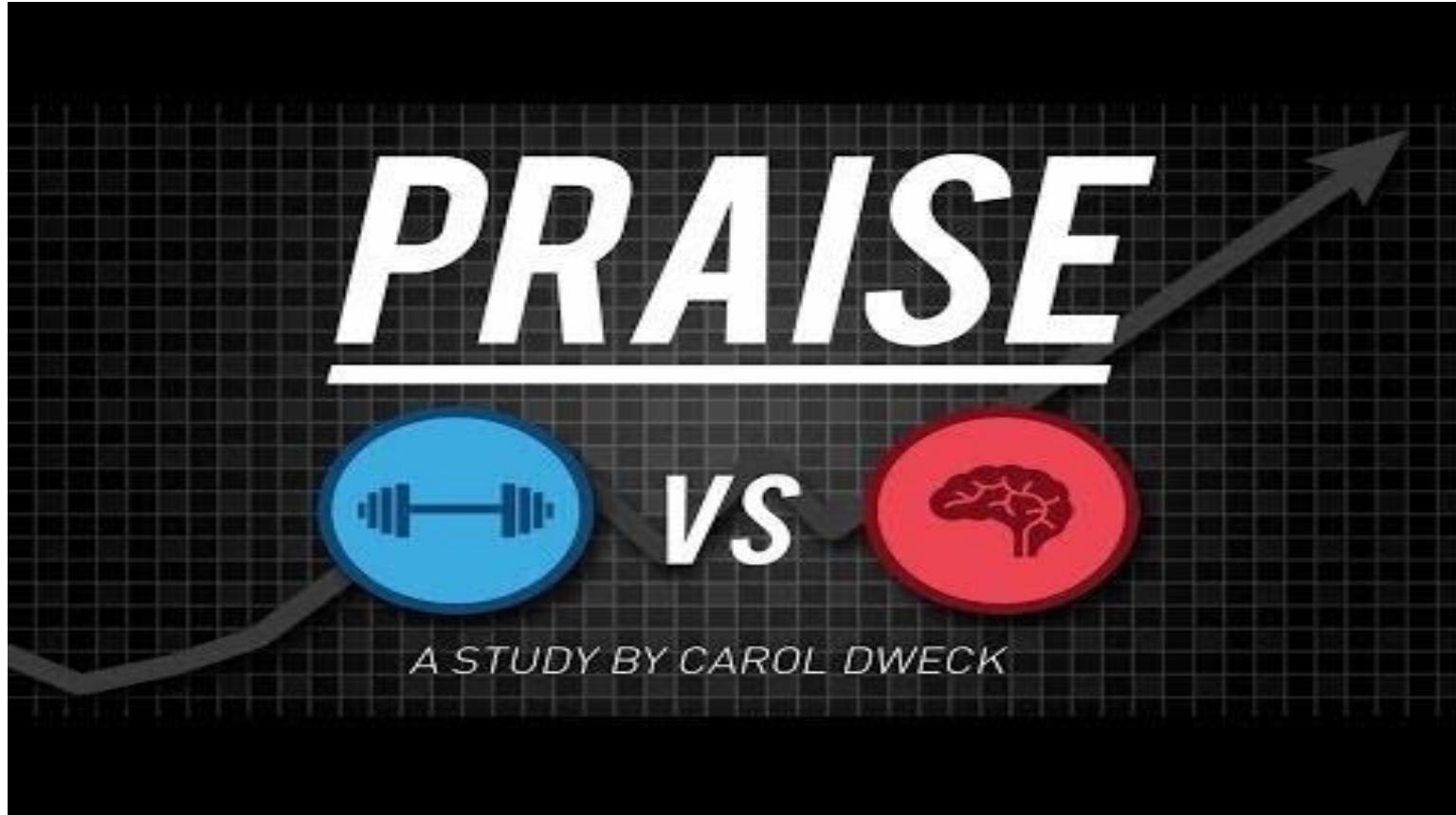
How will we enact a growth mindset?

- Praising students for their efforts is one thing but we should not recreate the self-esteem movement – trying to make students feel good and lose sight of learning.
- The growth mindset is a tool to help students learn
- Celebrating mistakes and the learning journey.
- It is not a way to make students feel good about **not** learning.



‘dedicated to learning as the foundation for life’

The power of praise



'dedicated to learning as the foundation for life'

“I can’t do this... YET!”



“I can’t do this... YET!”

What growth mindset teachers do...

- Treat failures as beneficial for learning
- Give clear feedback and a chance to improve the work.
- Sit with the student who is stuck and say:

“Show me what you’ve done and let’s see what you can try next.”

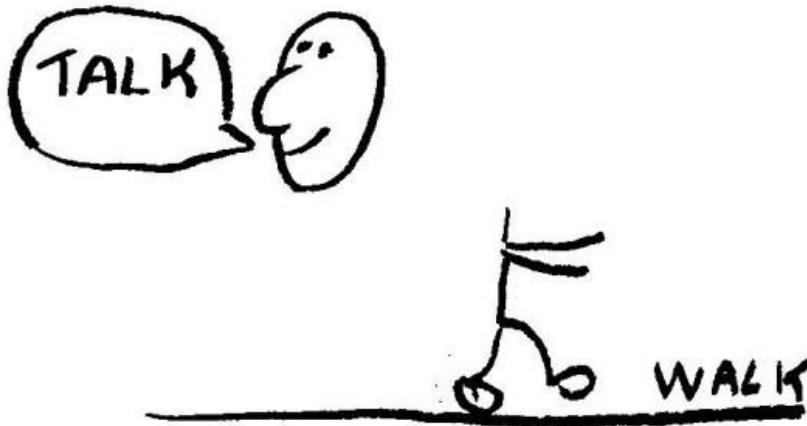
“I can’t do this... YET!”

Actions that create growth mindsets...

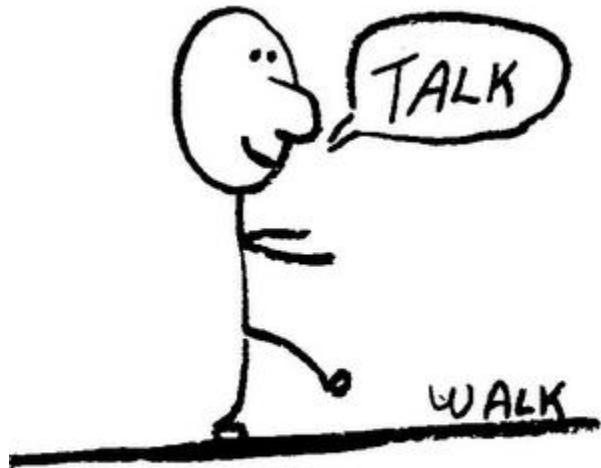
- Whether students are progressing or are stuck, focus on their process:
- Tie their successful strategies to learning
- When they’re stuck, help them analyse their learning strategies and generate new ones.

“I can’t do this... YET!”

- Why aren't adults passing on their growth mindsets?
- Share your journey with a student that is struggling in your class.
- None of us were born teachers.



“I can’t do this... YET!”



Growth mindset Questionnaire

How to score your questionnaire

Work out your score for each question

	Strongly agree	Agree	Agree	Mostly Agree	Mostly Disagree	Disagree	Strongly Disagree
1.	6	5	4	3	2	1	
2.	1	2	3	4	5	6	
3.	6	5	4	3	2	1	
4.	1	2	3	4	5	6	
5.	6	5	4	3	2	1	
6.	1	2	3	4	5	6	
7.	1	2	3	4	5	6	
8.	6	5	4	3	2	1	
9.	1	2	3	4	5	6	
10.	6	5	4	3	2	1	
11.	1	2	3	4	5	6	
12.	6	5	4	3	2	1	

Growth mindset Questionnaire

How to score your questionnaire

Total	Ave								
72	6	60	5	48	4	36	3	24	2
71	5.9	59	4.9	47	3.9	35	2.9	23	1.9
70	5.8	58	4.8	46	3.8	34	2.8	22	1.8
69	5.75	57	4.75	45	3.75	33	2.75	21	1.75
68	5.7	56	4.7	44	3.7	32	2.7	20	1.7
67	5.6	55	4.6	43	3.6	31	2.6	19	1.6
66	5.5	54	4.5	42	3.5	30	2.5	18	1.5
65	5.4	53	4.4	41	3.4	29	2.4	17	1.4
64	5.3	52	4.3	40	3.3	28	2.3	16	1.3
63	5.25	51	4.25	39	3.25	27	2.25	15	1.25
62	5.2	50	4.2	38	3.2	26	2.2	14	1.2
61	5.1	49	4.1	37	3.1	25	2.1	13	1.1

Fixed
Mindset
1

Use the grid to work out
your average score.

Growth
Mindset
6

Changing mindsets – the battle within us all

Fixed Mindset

1. Never look dumb.
2. Try not to work hard or seek help.
3. Run from difficulty.

Growth Mindset

1. Learn
2. Work hard, use strategies, seek help to learn.
3. Learn from mistakes.
4. Recognise that no test can measure a student's potential for the future

Grades and test scores are a natural by – product.

‘dedicated to learning as the foundation for life’



Changing our mindset

- Learn to hear your fixed mindset.
- Recognise that you have a choice.
- Talk back in your growth mindset voice.
- Take action.



what did you learn today?
What mistake did you make
that taught you something?
What do you try hard at

what did you learn today?
What mistake did you make
that taught you something?
What do you try hard at

Growth Mindset @holtemindset

A professional development tool for all staff and the Junior Leadership at Holte School exploring and promoting, aspiration, growth, and success.

Birmingham, England holte.bham.sch.uk

Joined November 2016

5 TWEETS 5 FOLLOWING 0 MOMENTS

Tweets Tweets & replies Media

Growth Mindset @holtemindset 4m The Power of belief -- mindset and success | Eduardo Briceno | TEDxManha... youtu.be/pN34FnbOKXc via @YouTube

The Power of belief -- mindset and success | Eduardo Briceno | TEDxManha... youtu.be/pN34FnbOKXc via @YouTube

Growth Mindset @holtemindset 4m Carol Dweck on the power of "Yet"

Who to follow [View all](#)

- Coleena Crews @Coleena Followed by Eduardo Briceno [Follow](#)
- Mindset Scholars @Mind... Followed by Eduardo Briceno [Follow](#)
- Jena Bell @JenaiAlorane Followed by Eduardo Briceno [Follow](#)

Find friends

Trends [View all](#)

- Fidel Castro [View](#)
How the world is remembering Fidel Castro



@Holtemindset

Questions



Thank you!



'dedicated to learning as the foundation for life'

Further reading

- “Bounce: The myth of talent and the power of practice” Matthew Syed
- “Mindset: How you can fulfil your potential” -Dr Carol Dweck
- “Mathematical Mindsets: Unleashing students potential through creative math, inspiring messages and innovative teaching” Dr Jo Boaler
- “This much I know about...” <https://johntomsett.com/> John Tomsett, Headteacher of Huntington School, York
- www.mindnetworks.co.uk