

# Welcome to you all!

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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

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

### CHALLENGES

...avoid  
challenges

### OBSTACLES

...give up  
easily

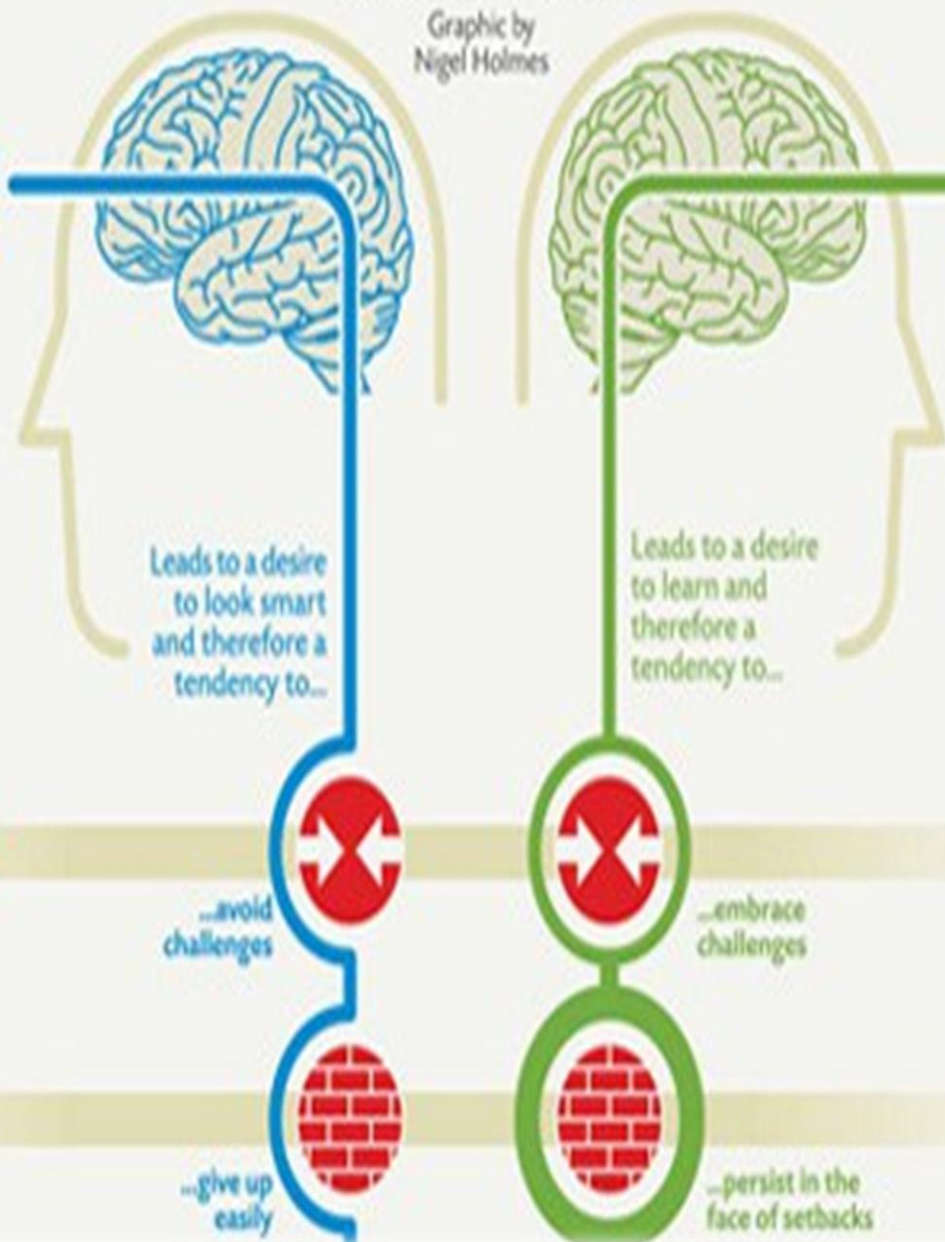
## Growth Mindset

Intelligence can be developed

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

...embrace  
challenges

...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

# 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



Failure



Sacrifice



Disappointment



WHAT PEOPLE DON'T SEE

Dedication



Hard work



Good habits



@sylviaaduckworth

# Fixed or Growth mindset?

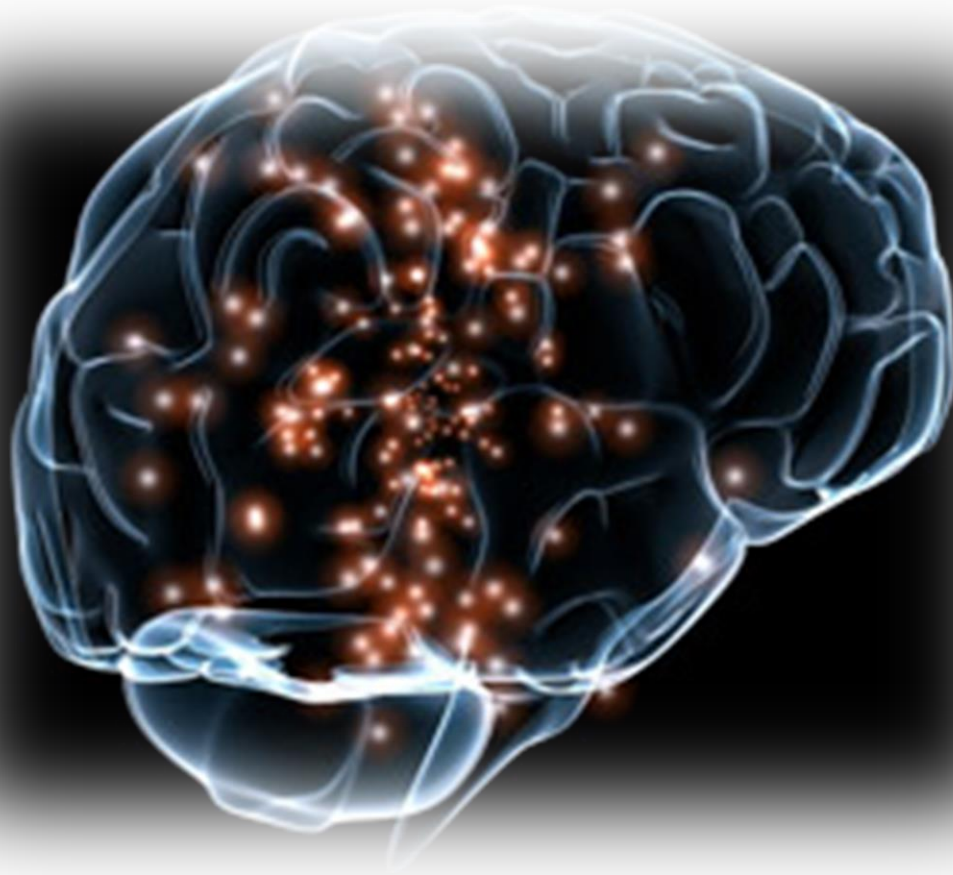


# The science of growth mindset

Neuroplasticity.

What is it?

# Neuroplasticity



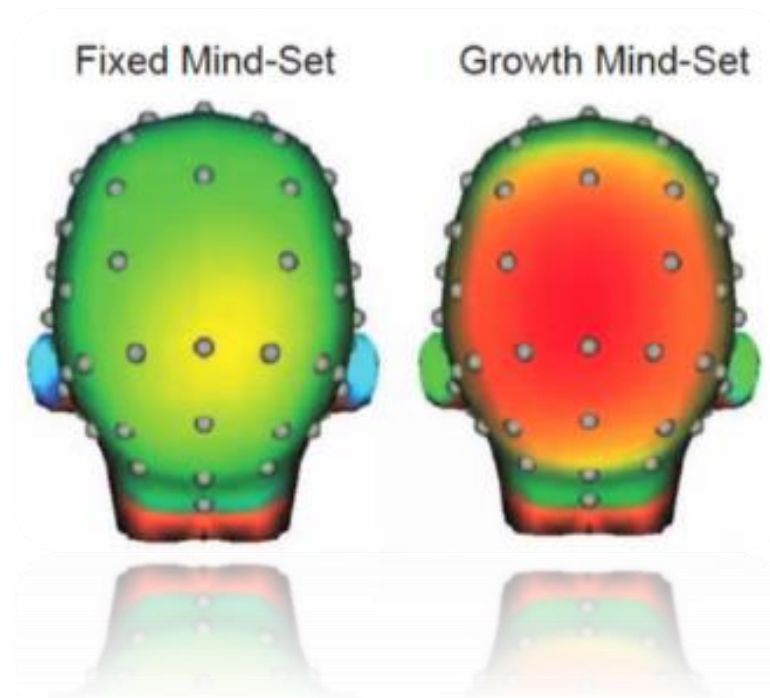
# The science of growth mindset

MISTAKES GROW YOUR BRAIN.

**True or False**

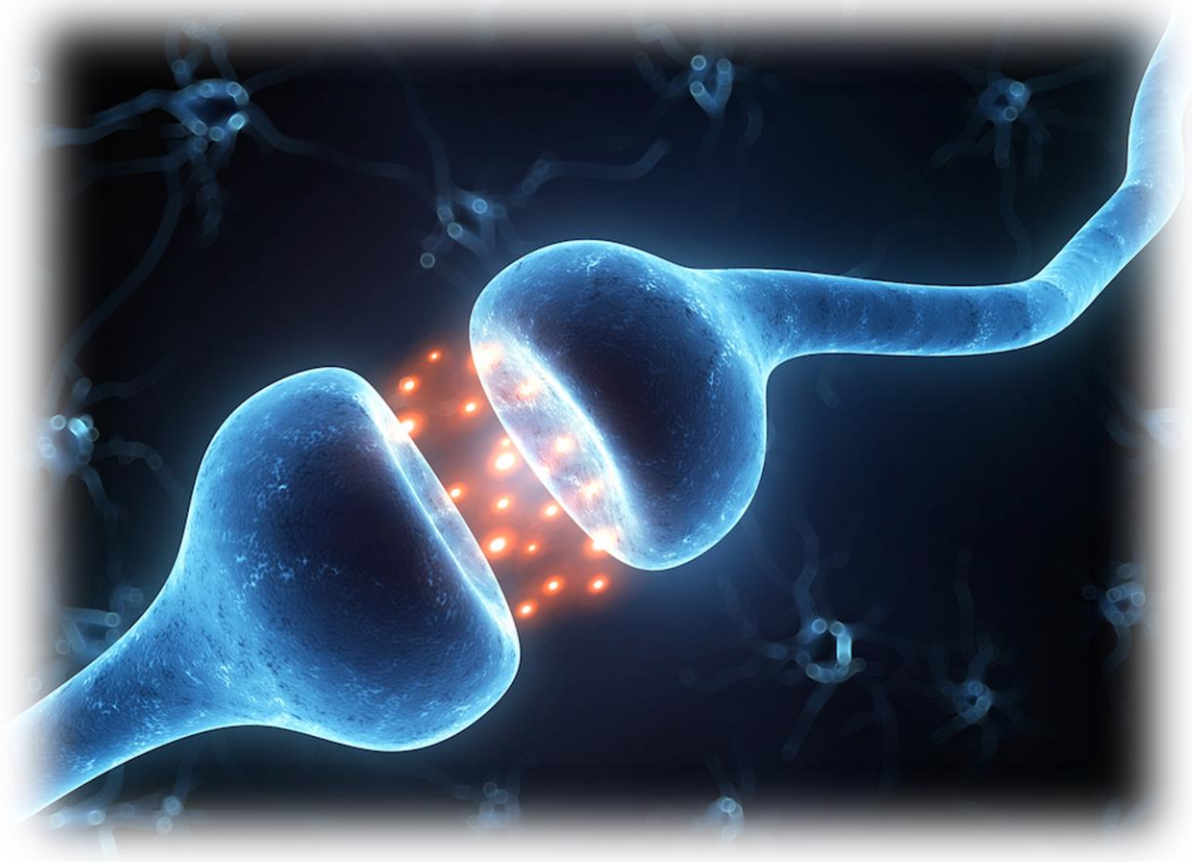
# The science of growth mindset

**What do you see happening in these images here?**





**MISTAKES GROW YOUR BRAIN.**

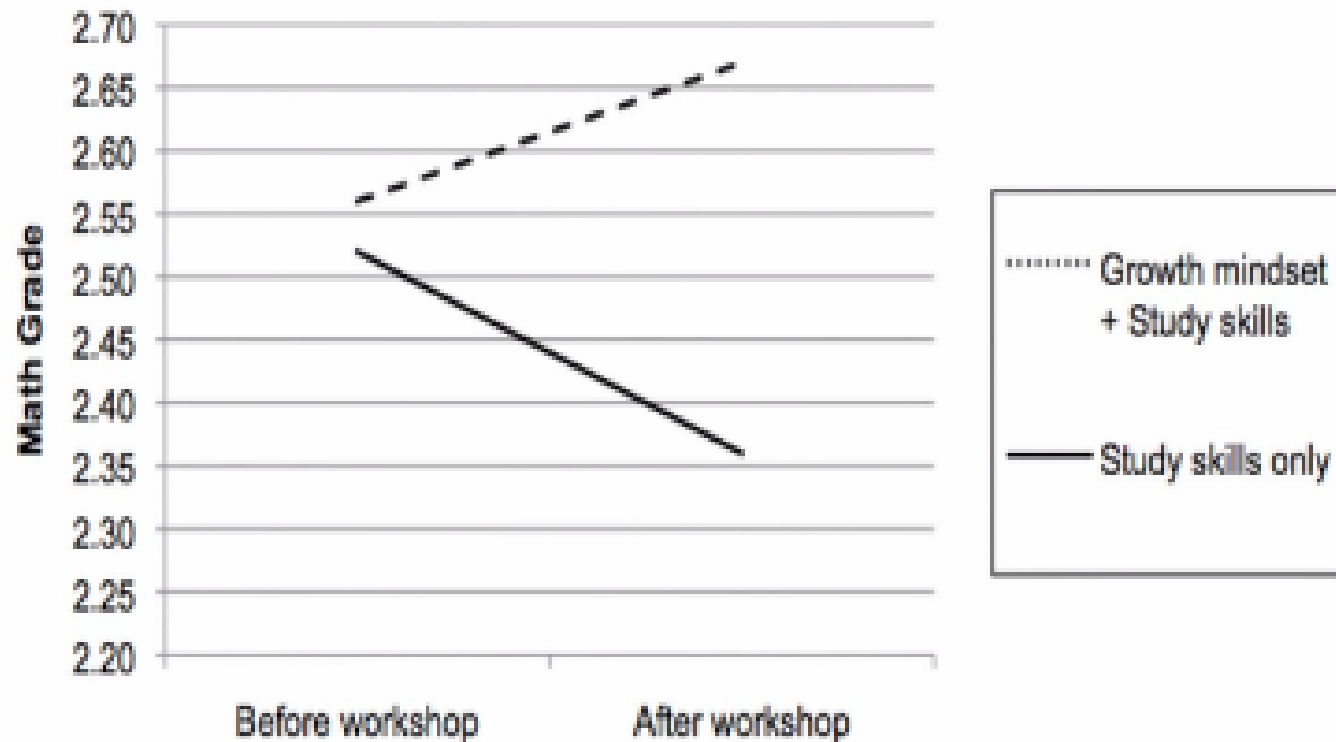


- Show my own research on growth mindset with year 11



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

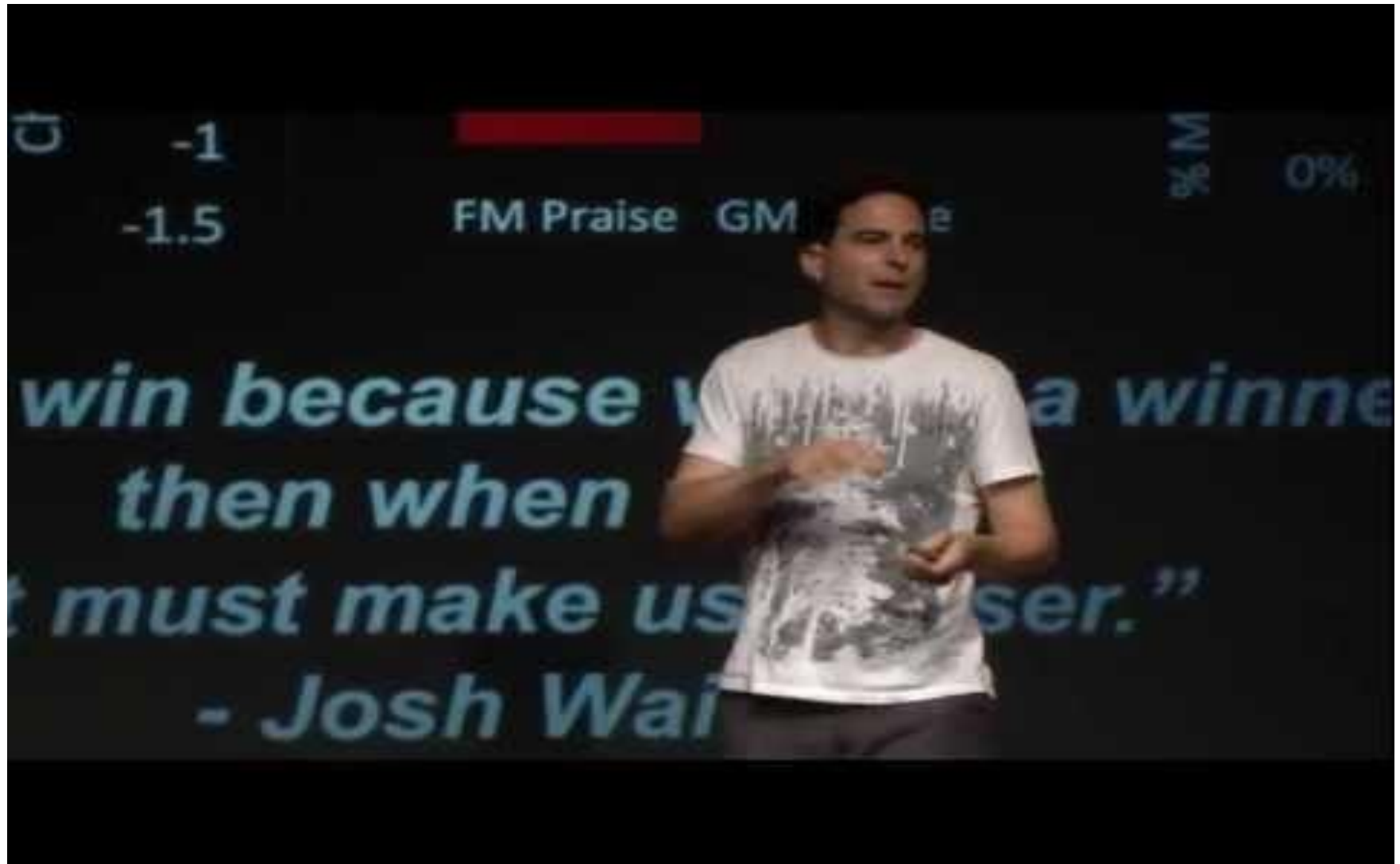
## Effect on Math Grades: 7<sup>th</sup> Grade



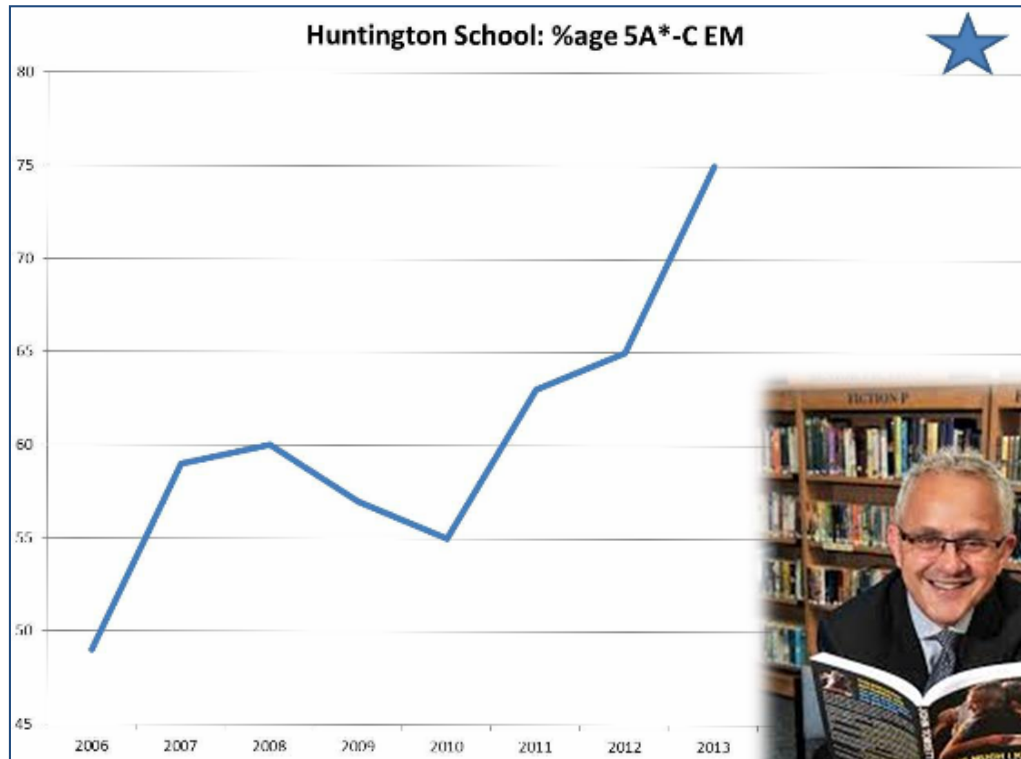
# Why are we interested in growth mindset?

- 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*)

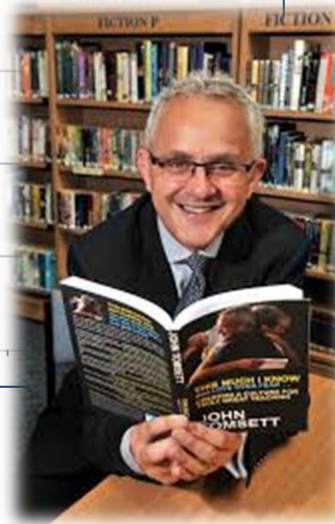
# Dweck, research and how it can help



# Why are we interested in growth mindset?



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



Education  
Endowment  
Foundation



‘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'?

# 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

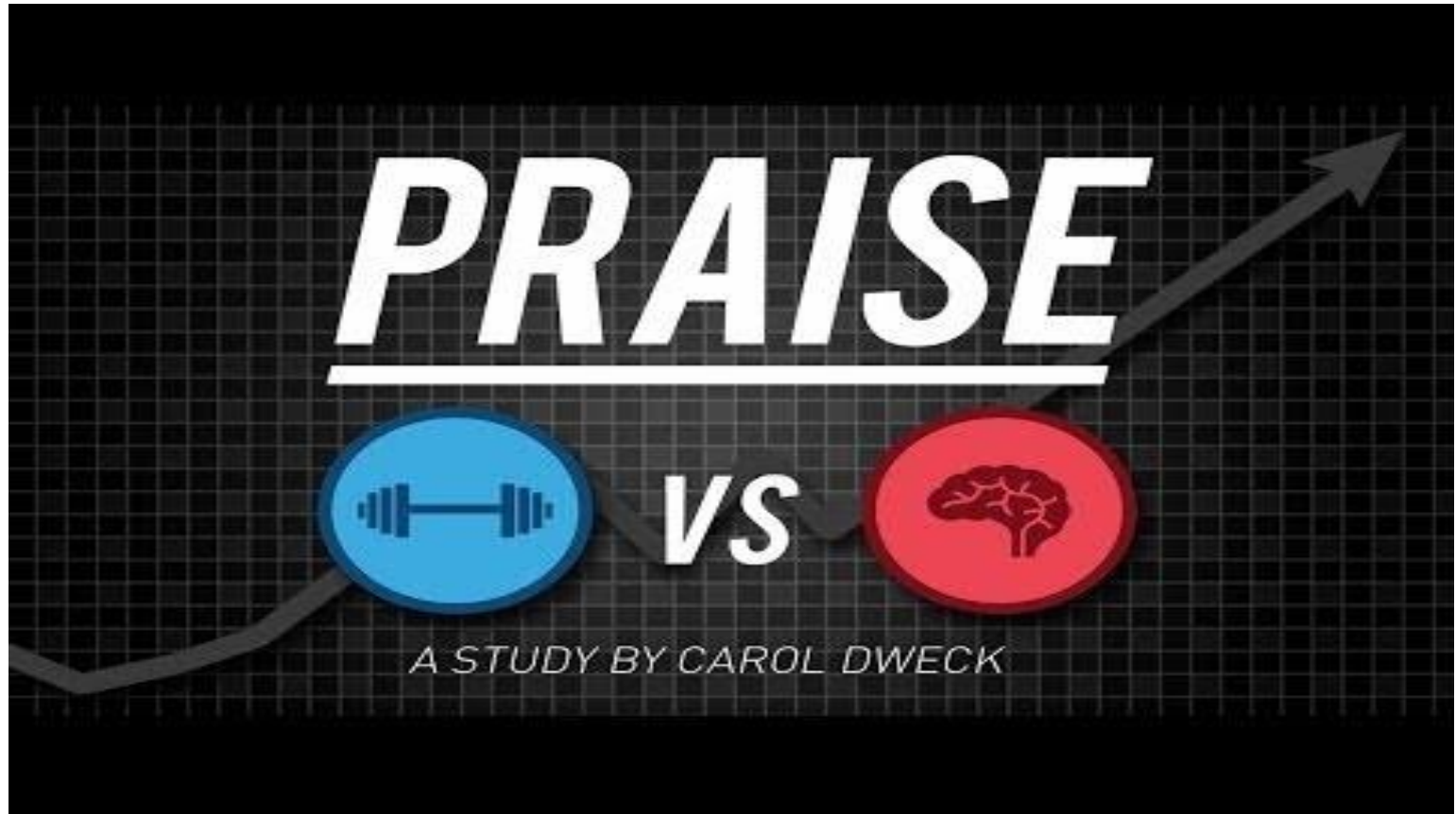
# How will we enact a growth mindset?

- 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.

# 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.

# The power of praise



# “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:

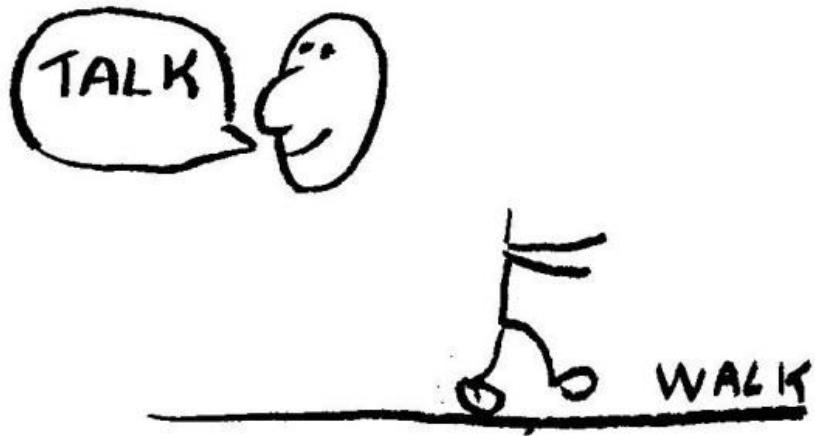
*“Show me what you’ve done and let’s see what you can try next.”*

# “I can’t do this... YET!”

## **Actions that create growth mindsets...**

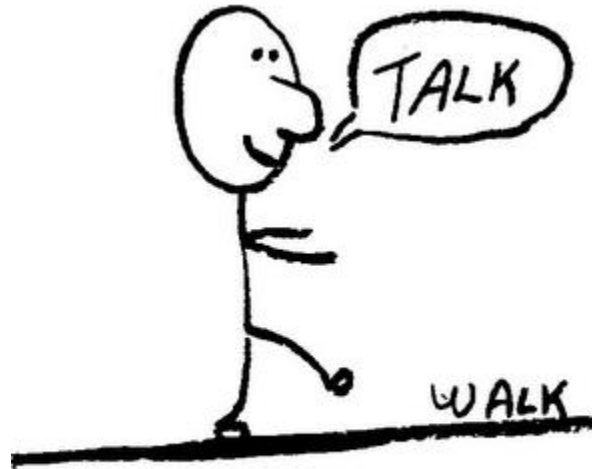
- Whether students are progressing or are stuck, focus on their process:
- Tie their successful strategies to learning
- When they’re stuck, help them analyse their learning strategies and generate new ones.

# “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	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	Total	Ave	Total	Ave	Total	Ave	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.

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# 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 did 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

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# Questions



# Thank you!



# 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.mindsetworks.co.uk](http://www.mindsetworks.co.uk)



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