**Growth Mindset versus Fixed Mindset**

**What is a fixed mindset?**

* A fixed mindset is where an individual sees their qualities and abilities as fixed traits that cannot be changed or be developed.
* With a fixed mindset people believe that they are either good or bad at something based on their inherent nature.
* Someone with a fixed mindset might say; ’I am a natural born soccer player’ or ‘I’m just no good at soccer’
* People with a fixed mindset may avoid challenges and give up easily and ignore useful feedback

**What is a growth mindset?**

* A growth mindset is where an individual understands that their abilities can be developed
* In a growth mindset people believe that their most basic abilities can be developed through dedication and hard work – brains and talent are just the starting point. This view creates a resilience that is essential for great accomplishment
* Having a growth mindset (the belief that you are in control of your own ability and can learn and improve is the key to success. Yes, hard work, effort and persistence are all important, but not as important as having that underlying belief that you are in control of your own destiny;

**Developing a growth mind-set**

There are three key things that you can do to develop a growth mind-set:

1. Recognise that a growth mindset is not just good, but supported by science – you need to be committed to developing a growth mindset
2. You can learn and teach others about how to develop and improve their abilities their adopting a growth mindset – this will help you take control of your life
3. Listen out for your fixed mindset voice, when you hear that critical voice telling you that ‘you can’t do something’. Reply with a growth mindset and tell yourself ‘I can do whatever I put my mind to’.

**Being motivated by setbacks**

Many people who have achieved greatness or success, have often worked extremely hard to get there, made sacrifices, not taken no for an answer and been motivated and inspired by setbacks and adversity. These seemingly negative notions have been the fire within to succeed and prove others wrong.

Many were told that they would never amount to anything, but they believed that they could achieve through shear hard work, dedication and perseverance;

* Walt Disney
* Oprah Winfrey
* Bill Gates
* JK Rowling

**Growth mind-set drives motivation and achievement**

* I can get smarter
* Learning is my goal
* Effort makes me stronger
* I’ll spend more time practicing and work harder

**Outcome is higher achievement**