

# KEEPING GROWTH IN MIND



## ENCOURAGING A GROWTH MINDSET

What's the difference between a fixed and a growth mindset? Someone with a fixed mindset views personal ability as something static, and that natural talent contributes heavily to their success. A growth mindset, on the other hand, is a belief that your personal abilities can be developed and improved through effort.

Studies have shown that children who are encouraged to cultivate growth mindsets achieve greater academic success and navigate interpersonal relationships with less conflict. This isn't limited to just children, either—adults also benefit from a growth mindset.

A fixed mindset can be beneficial too. For example, in situations outside of your control, they can help provide stability and comfort. But by having a bit of both, you're well equipped to respond to nearly any situation.

## INSPIRE GROWTH

**Learn together.** Create psychologically safe settings for people to develop emotional and social skills together. Acknowledge your collaboration as you work toward common goals.

**Provide safe feedback that promotes growth.** Whether you're reviewing someone's performance, encouraging a student, or offering feedback to leadership, be consistent so all parts of the organization can shift toward sharing the same perspective.

**Create a supportive physical environment.** Share messages that promote a growth mindset and identify spaces for positive

collaboration. Making small changes like these encourage behaviours that support shifts in thinking.

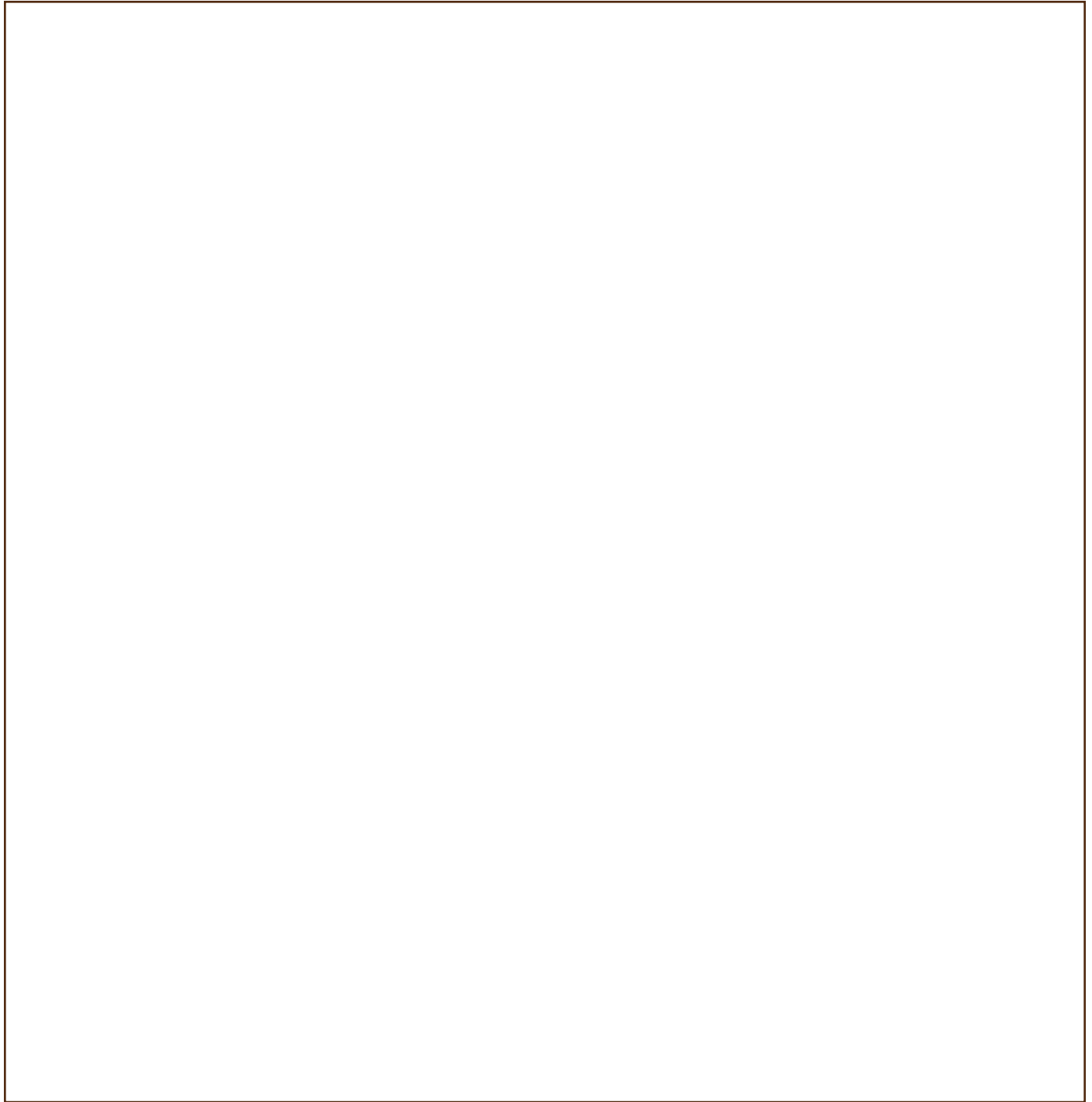
**Celebrate successes and allow for failure.** While rewarding effort helps people develop, healthy organizations still need to provide clarity around staff roles, responsibilities, and expectations for success—and to allow space for failure.

**Share these ideas with everyone in your workplace.** Be sure to include teachers, educational assistants, administrators, divisional staff, parents, and students. Bringing everyone on board will help you shift toward a growth-based culture.

# SPEAKING OF MINDSETS...

## Practice mindfulness by decentering to distance yourself from the situation

Think of a time you made a small mistake and consider it from a third-person perspective. Instead of thinking “Why did I do that?,” ask “Why did [your name] do that?” After some reflection, try writing about the event in a third-person and growth-focused way. Consider how to use this way of thinking in other stressful situations.

A large, empty rectangular box with a thin black border, intended for the user to write their reflection on a mistake from a third-person perspective.

### SOURCES

1. Dweck, C. S. (2008). *Mindset: The New Psychology of Success*. Random House Digital, Inc.
2. Park, J., Ayduk, Ö., & Kross, E. (2016). Stepping back to move forward: Expressive writing promotes self-distancing. *Emotion*, 16(3), 349.