

MINDSET CREATION

ACTIVATING YOUR
POTENTIAL

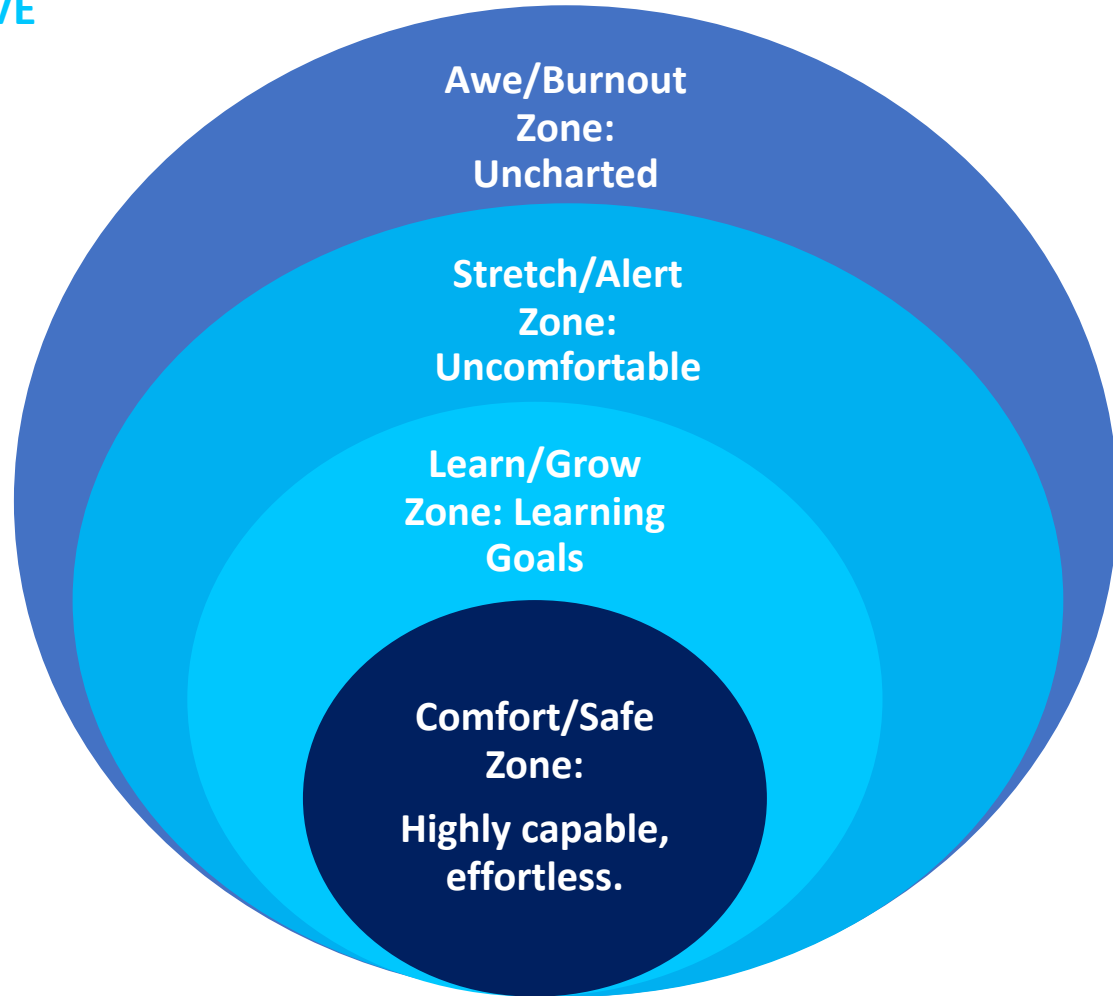
PREPARE YOUR TOOL BOX

- ▶ EXPLORE A FABULOUS STRUGGLE
- ▶ WHAT IS MINDSET
- ▶ SOME EVIDENCE
- ▶ WHAT TRIGGERS YOUR FIXED MINDSET
- ▶ WHAT IMPACT DOES IT HAVE?
- ▶ WHAT CAN YOU DO?



**THINK ABOUT A GOAL YOU HAVE
NOT MADE MUCH PROGRESS
TOWARD?**

- Which zone are you in?
- Most meaningful goals sit outside of our comfort zone.



Mindset

- 1
- 2
- 3

Beliefs and attitudes that shape motivation, learning and goal pursuit

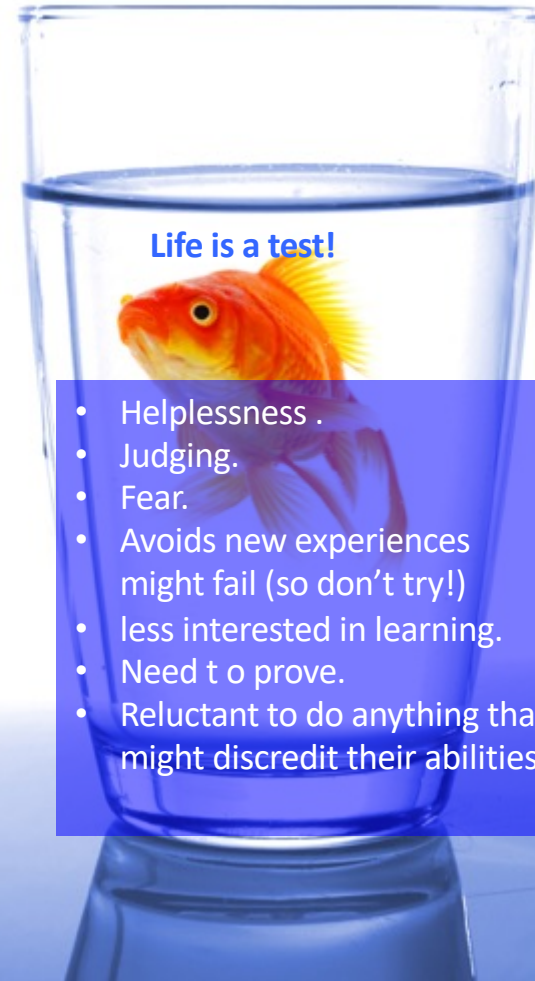
Lenses that shapes how we interpret the meaning of everyday events

Underlying beliefs can have two types of responses...

Fixed Mindset Belief

Be Good

You can learn new things ... but you cannot change your basic intelligence, talents or personality – they are immutable (fixed traits!)



- Helplessness .
- Judging.
- Fear.
- Avoids new experiences might fail (so don't try!)
- less interested in learning.
- Need to prove.
- Reluctant to do anything that might discredit their abilities.

Growth Mindset Belief

Get Better

Intelligence, talent and personality can be grown.

Life is about learning ... embrace uncertainty, seek new experiences, fabulous struggles are opportunity for growth and failure is the way to learning and innovating.



My brains and talent are a starting point, the more challenges I take on, the more I fire and wire ... the smarter I become.
I can improve and change to grow.

“A few modern philosophers... assert that an individual’s intelligence is a fixed quantity, a quantity which cannot be increased. We must protest and react against this brutal pessimism....

With practice, training, and above all, method we manage to increase our attention, our memory, our judgement and literally to become more intelligent than we were before.”



Alfred Binet,
Inventor of the IQ
test

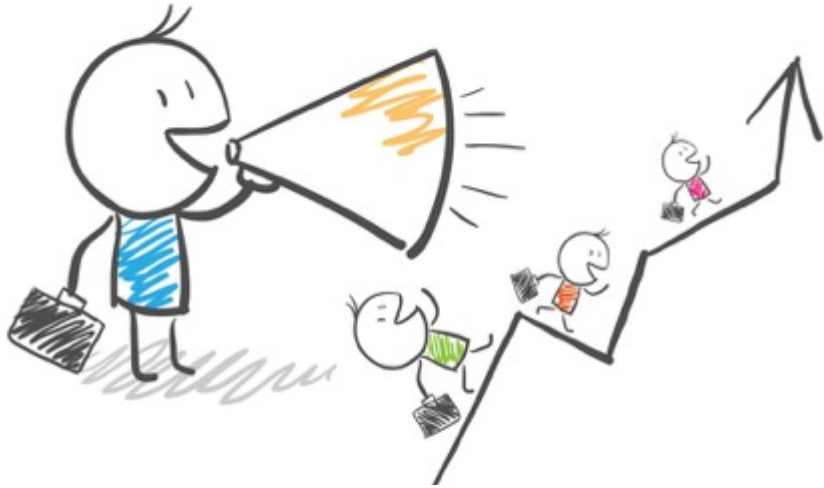
“There is this very simple concept that Carol Dweck talks about, which is if you take two people, one of them is a learn-it-all and the other one is a know-it-all.

The learn-it-all will always trump the know-it-all in the long run, even if they start with less innate capability.”

Satya Nadella, CEO Microsoft



Mindset Benefits



MULTIPLIER

We learn more deeply and vividly because we are in a growth mindset, increasing likelihood of adoption and long term embedding of new skills or behaviours.



REGULATOR

We increase our awareness of the impact our thoughts and feelings have on learning and pursuing goals, and surface them to grow holistically.

Neuroscience for your life & your mindset

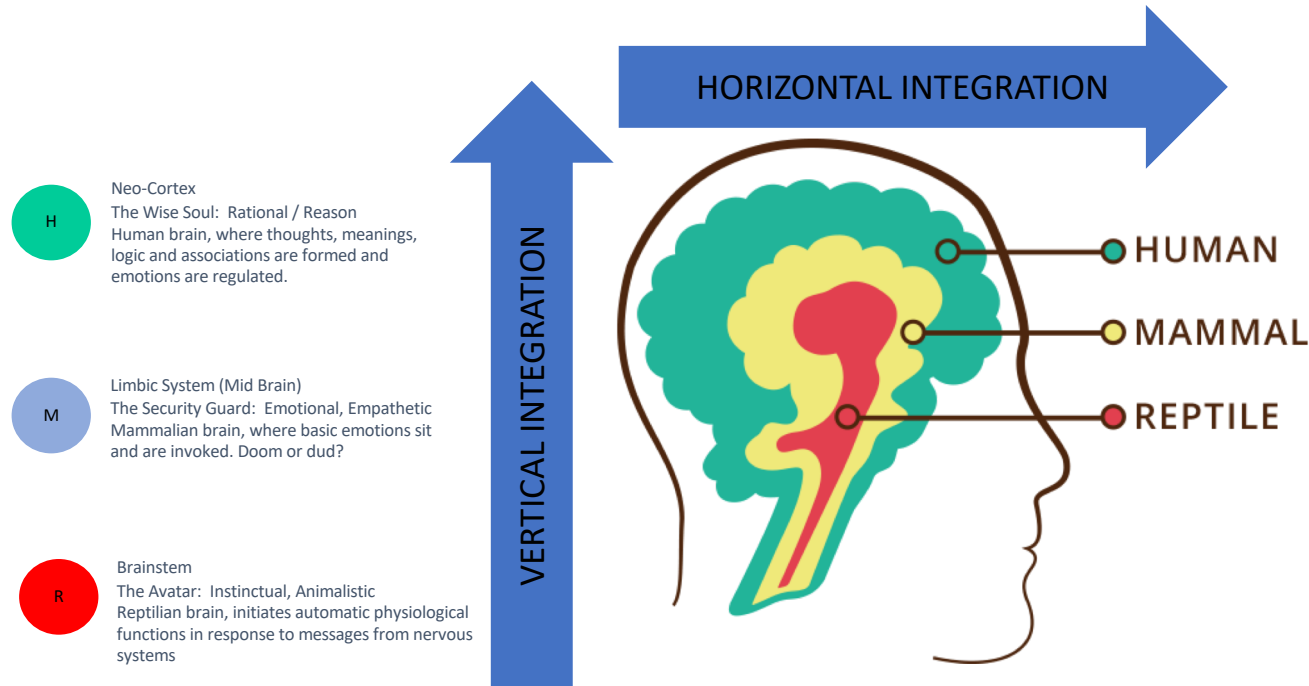
NEUROPLASTICITY AND NEUROGENESIS

The more you fire, the more you wire – getting out of your comfort zone to build new connections.

How stress affects the brain, how to manage this and how to grow more neurons.

MINDSIGHT (Siegel)

Becoming aware of the physiology processes that drives ones thoughts, emotions and behaviours in order to re-shape them (thinking about thinking)



We don't
grow when
things are
easy;
we grow when we
face
challenges.

STIMULUS / TRIGGER

MINDSET THEORY / TOOLS
Raise Awareness / Regulate

Transition to Growth

Maladaptive
Response

Pursuit of Status
Quo

Restricted Outlook

Adaptive Response

Pursuit of
Learning

Growth Outlook

Life. Interrupted

Tool 1 : Trigger Spotting



Stimuli that solicits
a fixed mindset
response (both
consciously and
subconsciously).



Trigger Spotting: High Effort

Fixed Mindset

**It should come naturally
I should not have to work
hard to succeed**
(if I struggle I give up)

Growth Mindset

Hard work is the key
(effort+ good strategies +
input from others)

Common behaviours for a high effort trigger

Procrastination

Putting off
important work until
the last minute and
then rushing to get
it done on time.

Avoidance

Not putting the
time into goals
or tasks that
require effort

Giving up

Decide that the
goal or task is
just too hard.

Might think

"I'm just not one
of those people
that gets why
this matters or
that I can do it."



Trigger Spotting: Feedback

Fixed Mindset

Feel threatened & anxious
Ignore feedback or criticism
(avoid feedback)

Growth Mindset

It's about learning
Seek out feedback
(see feedback as an opportunity to learn)

Common behaviours for a feedback trigger

Over reacting to setbacks

Even though you know you are stuck you won't ask for assistance.

Ignoring feedback

Switching off when someone is trying to explain or help you improve.

Focusing on outcome

A desire to be recognised for what you do well and avoiding where you struggle.

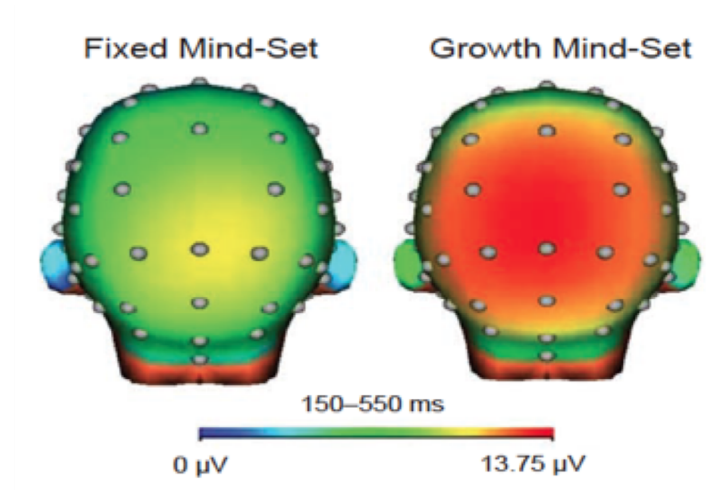
Avoiding feedback

Finding ways to avoid feedback. find evaluative tasks make you highly anxious and this affects your performance even more.



Trigger Spotting: Feedback

Moser et al, 2011



Trigger Spotting: Setback & Failure

Fixed Mindset

It's about me

**Avoid difficult situations –
stop trying**

Hide mistakes & deficiencies
(look good at all cost)

Growth Mindset

It's about learning
**Confront mistakes &
deficiencies**

(see failure as an opportunity
to learn)

Common behaviours for a setback & failure trigger

Over reacting to setbacks

Feeling very upset at
a mistake. Effort
drops after a setback
& it takes a lot to get
back on track.

Giving up

You don't always
complete your
work on time if you
find you struggle
or makes mistakes.

Self Sabotage

When you find a
work difficult you
may not try very
hard. This protects
you from the
possibility of trying
and failing.

"RESULTS! WHY, MAN, I HAVE
GOTTEN LOTS OF RESULTS!
I KNOW SEVERAL THOUSAND
THINGS THAT WON'T WORK!"

Thomas Edison



Trigger Spotting: Comfort Zone

Fixed Mindset

Fit in and look good
Stick to what you know
(avoid new things and risks)

Growth Mindset

Take reasonable risks
(to learn and grow)

Common behaviours for a comfort zone trigger

Avoiding new situations

You may find it difficult to try unfamiliar tasks. You become anxious and don't want to give it a go.

Withdrawn in groups

You may find it difficult to participate in groups or when you feel that others are judging you.

Falling into a rut

You may be prone to keeping familiar routines that you know well and as a result haven't grown or challenged yourself.

“We find comfort
among those who
agree with us, and
growth among those
who don’t.”



Frank A. Clark



Trigger Spotting: Challenges

Fixed Mindset

Look smart at all times
Stick to what you know
(avoid challenges and risks)

Growth Mindset

Learn at all costs
(If you're not stretching,
you're not getting smarter)

Common behaviours for a challenge trigger

Avoid difficult situations

Shy away from those tasks or situations you find challenging day.

Stick with what you do well

Practice what you do well in order to look good and make few mistakes

Don't take risks

You don't attempt tasks that you aren't confident you can succeed at.

A person with long hair, wearing a blue jacket, is seen from behind, looking out over a vast, snowy mountain range under a clear blue sky. The person's hand is raised to their forehead, possibly shielding their eyes or resting their head. The mountains are covered in snow and have sharp, jagged peaks. The overall scene is serene and majestic.

“Being challenged in
life is inevitable, being
defeated is optional.”

Roger Crawford

Trigger Spotting: Success & Learn from Others

Fixed Mindset

Feel threatened or anxious when others are better at something than you are

(avoid asking for help and compare yourself)

Growth Mindset

Find inspiration and lessons in others' success

(ask for help and seek inspiration)

Common behaviours for a success & learn from others trigger

Avoid participating in groups

You may avoid group situations where your performance will be compared to others.

Threatened by others' success

You may feel others are more talented and only do those things you feel you do well.


Avoids asking for help

A desire to be recognised for what you do well and avoiding where you struggle.

Leveling down

You may prefer to compare yourself against a group that perform at the same or lower level.





**If you are the smartest
person in the room,
then you're in the
wrong room!**

Trigger Spotting: Grit

You are fine getting started on difficult and demanding tasks, but you find that over time you struggle to maintain your effort.

You start lots of new things, but you don't quite finish them. You struggle to maintain focus on tasks that you don't enjoy.

Common behaviours for grit

Inconsistent performance

You can go from being highly engaged to mediocre depending on what you're doing.

Struggles with lengthy tasks

You may do well on shorter assignments that have a clear deadline and end point, but may struggle with longer assignments or learning goals that don't have clear deadlines.

Struggles with repetitive work

You can struggle to maintain your focus when you find the work dull and repetitive.

Trigger Spotting: Grit

No Passion: If you lack Grit you can find it difficult to maintain effort over time for tasks you aren't passionate about.

Dull: You may also struggle to maintain effort with dull and uninteresting work.

The **perfect storm** for them is repetitive work in an area you don't like.



Mindset Beliefs

Fixed Mindset

Believes that intelligence, talent and personality are relatively fixed traits that can't be developed. "Smart people don't have work hard for success."


Growth Mindset

Believes that intelligence, talent and personality can be developed. These are the starting point and don't define your potential.



WHAT ARE YOUR FIXED MINDSET TRIGGERS?

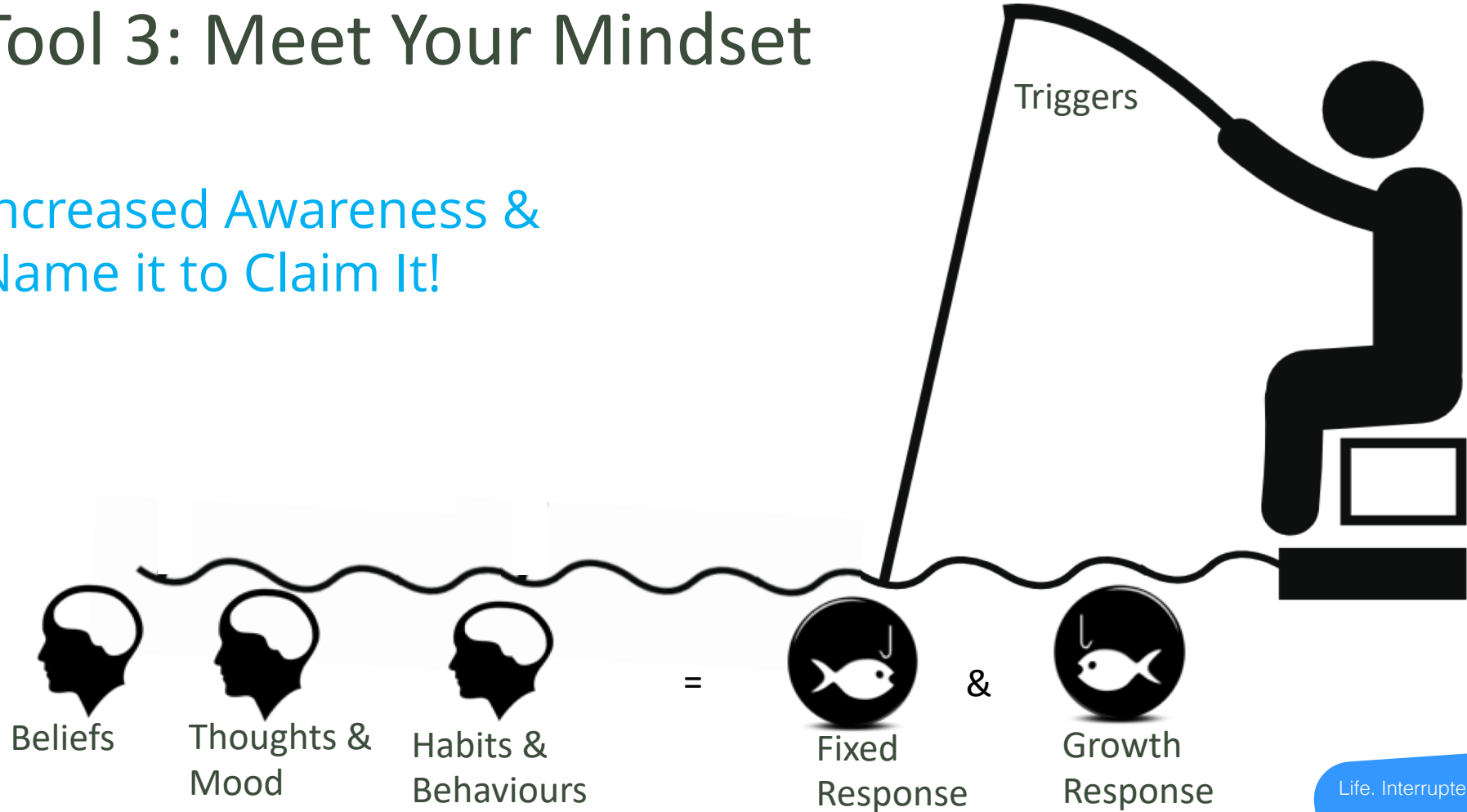


A large teal circle with a slightly irregular, hand-drawn edge, centered on a white background. Inside the circle is white text.

*Moving your
mindset from
“judge and be judged”
to “learn and help learn”
framework.*

Tool 3: Meet Your Mindset

Increased Awareness &
Name it to Claim It!



Tool 2: My Fixed Mindset Script

One of my biggest fixed mindset triggers is <Insert Trigger>, which mainly comes out <Insert Arena>, and makes me feel <insert emotion>, and usually pushes me into <insert behavioural state>

One of my biggest fixed mindset triggers is Feedback which mainly comes out @ work when the deliverer nit-picks, and usually pushes me into a hostile mood and chaotic behaviour

Meet Gertrude, my cagey, histrionic, self aggrandizing fixed mindset persona. She sneaks into my subconscious and undermines me. She detests hard work, second place and imperfections. Any whiff of failure or imperfections can trigger Gertrude's entrance. Gertrude convinces me failure is definitive. One mistake will take away my future success.



Name it & claim it!

Tool 4 – My Fixed Mindset Persona



- Name your fixed mindset person. (really!)
- Notice when he/she emerges: triggers.
- Think about how it affects you and others.
- Have conversations about it.
- Set a tiny task: What you will do next time?



Catastrophic
Colin

**REDUCING THE
IMPACT OF YOUR
TRIGGER**



NOT YET

A young girl with long brown hair, wearing a purple long-sleeved shirt and blue jeans, stands on a concrete ledge. She has large, brown cardboard wings attached to her back. She is looking upwards with a hopeful expression. The background is a soft, hazy sky with a pinkish-purple tint.

POWER OF CHOICE |

**MOTIVATE YOURSELF
TO FEEL IN CONTROL
BY MAKING A CHOICE
– NO MATTER HOW
SMALL – IT
REINFORCES YOUR
PERCEPTION OF
CONTROL.**

High Effort: What do you do?

If your fixed mindset is **hard work/ high effort** then chunk down the work and space the goals/ project so there is a more frequent sense of accomplishment.

Having a sense of progress is a huge motivator.
Find ways to set smaller milestones to make the task less daunting.

Small steps

1



2



Make daily choices

2



Experiment with strategies - find what works

3



Sense of progress with small milestones



WEAPONS OF



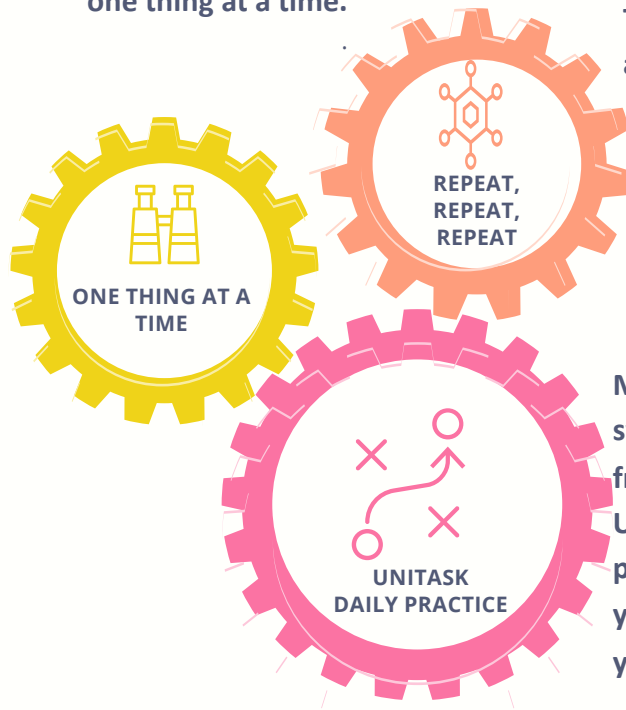
MASS DISTRACTION

High Effort: What do you do?

Get Into The Flow

Your brain can only process
one thing at a time.

Each time switch you
increase your cognitive load.
This reduces your capacity by
as much as 45%



Multitasking is about
switching your attention
from one item to another.
Uni-tasking is much more
productive as it increases
your output without hurting
your cognitive load.



Setback & Failure: What do you do?

Are you failure-is-enhancing or failure-is-debilitating?

One that is vital for
facilitating learning
and growth

failure-is-enhancing:
mistakes are a helpful
experience

failure-is-debilitating: failure
inhibits learning

Worry about people's
abilities & focus on
performance

Outcomes can be
learning. Debrief
failures for key
insights & learning.
they learned

Mistakes are part of life
& need to accept calmly

It is a
roadblock on
the pathway
to improved
performance



Setback & Failure: What do you do?

A failure: flopping like a beanbag & give up.

A mastery response: bouncing like a ball & push through.



Frame it as a learning opportunity & be curious.

Experiment. Develop cognitive flexibility.
Fosters a learning response.

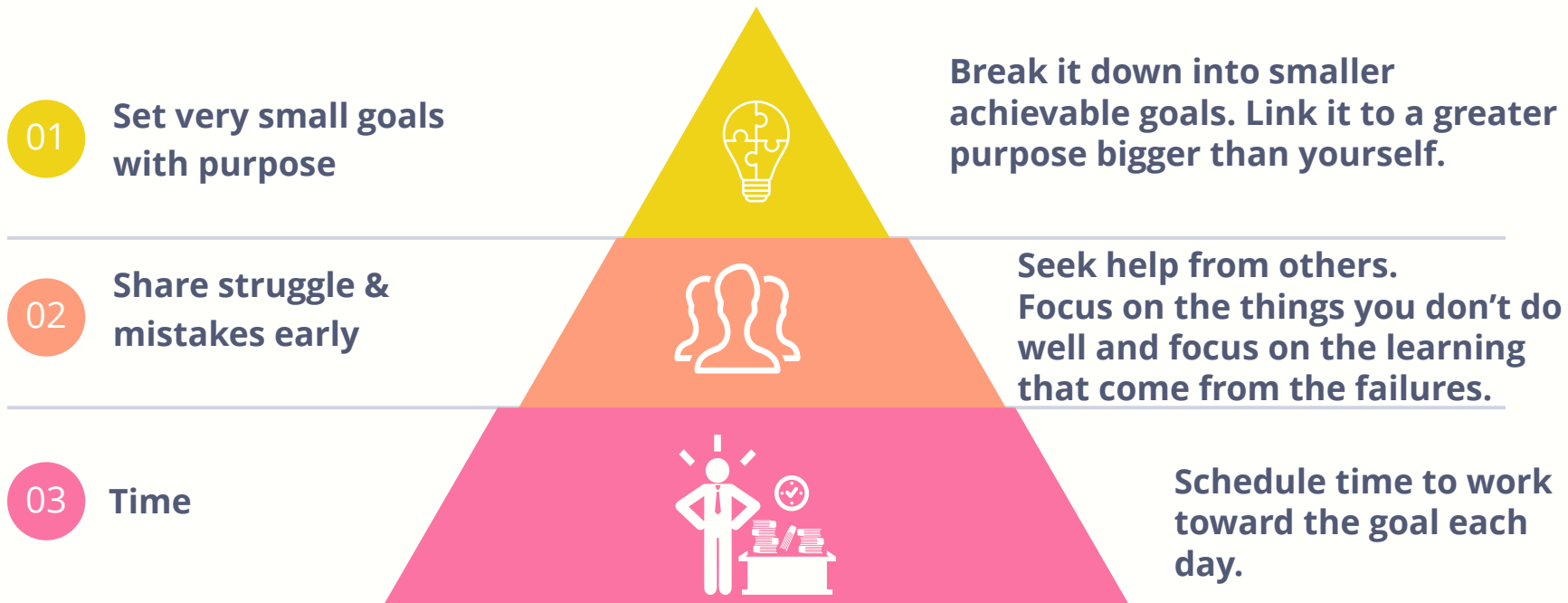
Coach yourself or others through a helpless response.

Be mindful. Take time to problem solve & learn from mistakes

Overcoming frustration is learning a new skill. It builds resilience.

Challenges: What do you do?

Albert Bandura: When you perceive your goals as unobtainable your ability to persist is greatly reduced.
When you see goals as being achievable your ability to persist is greatly increased.



Tips for overcoming challenges

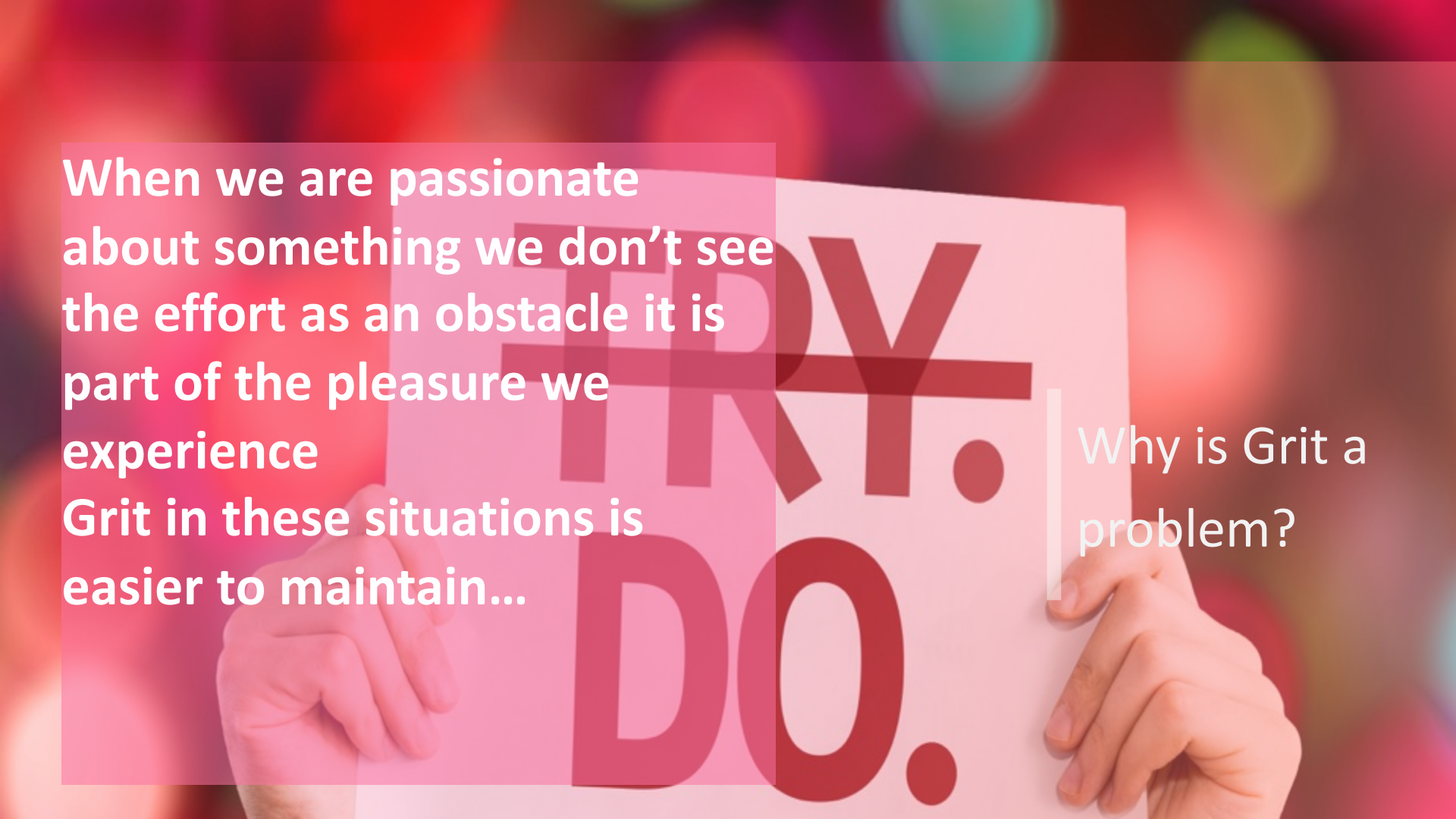


Success of Others: What do you do?

Tips for success of others

1. Practice teamwork and collaboration as a goal.
2. Create a fail safe zone – don't blame or criticise focus on the learning.
3. Volunteer for shared tasks where people learn from each other.
4. Practice seeking help or asking for advice once a week.



A person's hands are visible holding a white rectangular sign. The sign has the word 'TRY.' on the top line and 'DO.' on the bottom line, both in large, bold, dark red capital letters. A semi-transparent pink rectangular box is overlaid on the left side of the image, containing white text. The background is a blurred bokeh of red, orange, and yellow lights.

When we are passionate
about something we don't see
the effort as an obstacle it is
part of the pleasure we
experience
Grit in these situations is
easier to maintain...

Why is Grit a
problem?

Grit: What do you do?

Where did my grit go?

A lack of grit is often the result of two different types of activity

1. When we have a goal that requires high effort over a long period of time.
2. When we have a goal or task that we find dull and uninspiring.



Grit: What do you do?

Ways to get grit!

Make it a passion

Change the context or the process to be more joyful or engaging. Ask yourself what would make this more interesting?

Example: Getting fit try and find activities that interest you. If you don't like the gym, then find a team sport you enjoy, ride a bike or take a walk with a friend you don't get to see often enough.

Build a routine : make it part of your daily schedule.

Set a specific block of time everyday to complete a small amount of the work.

Reward yourself each time you complete a block of work even if it's just 30 minutes.

Example: You have to complete a dull task that you don't enjoy. You avoid it and put it off then have to work all night to get it done just before the deadline (or probably miss it all together).



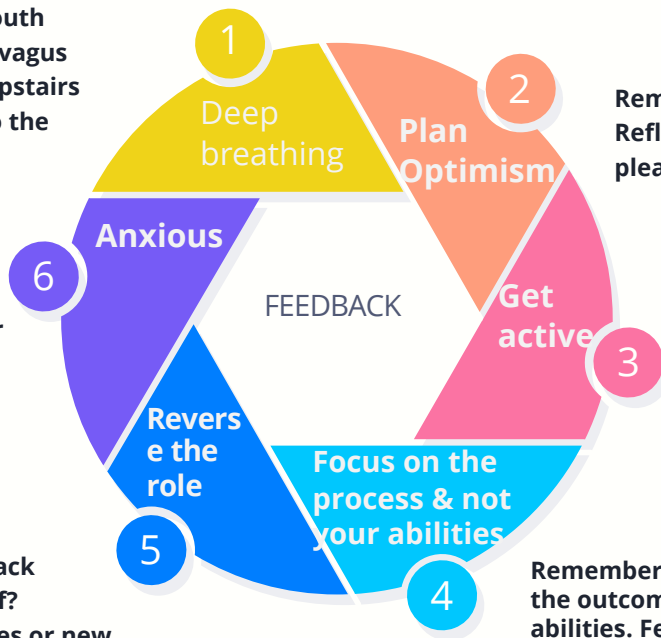
Feedback: What do you do?

If you have a feedback trigger you can find the process of getting feedback very stressful. Each time you have an amygdala hijack (downstairs moment) and your brain goes cold. Here are some strategies to re-engage your upstairs brain:

Take ten deep breathes through your nose with your mouth close. This engages the vagus nerve & for your upstairs brain to come back into the picture

Many people get anxious when receiving feedback. Feedback needs to be kind & then candid so we remain in our upstairs brain.

Be honest. What feedback would you give yourself? Then look for similarities or new insights from the feedback.



Remember nothing is permanent. Reflect for a few seconds on a pleasant memory or image.

A vigorous walk up stairs or outside stimulates the vagus nerve and puts you back in control.

Remember feedback is about the process or the outcome. It is not a reflection of your abilities. Feedback does not define your future potential.



When you feel (yourself) or see (in others) a downstairs' brain reaction?



1

**Close your mouth.
Breathe deeply through your nose.**

2

**Visualise something positive
about the person
(go there in your mind for a few
moments)**

3

**Clarity Pause, reset.
Start again**

When our brains struggle, our brains strengthen when we get a question and work through our mistake.

We build stronger connections between the neurons in our brain when we wrestle with a problem, reflect on why we got it wrong, and try different strategies.

Growth mindsets come into play right at the point at which we begin to struggle or face a challenge.

How we interpret this adversity affects our motivation to remain engaged with the task at hand.

If we don't remain engaged, we lose out on the cognitive benefits of working through a challenge.

**NEUROSCIENTISTS
HAVE SHOWN THAT
OUR BRAINS
OPERATE LIKE A
MUSCLE**