

Growth Mindset in Leadership Session

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This Sessions Learning Outcomes

- Understand the difference between a Fixed and Growth Mindset
- Recognize the different aspects of a Growth Mindset by understanding the following character traits:
 1. Tenacity
 2. Grit
 3. Perseverance
 4. Resilience
- How does all this fits into Self-development within your leadership role?



Group Norms

- Humor is good!
- Be fully present!
- Open to listening to all ideas!
- Silence your technological devices!



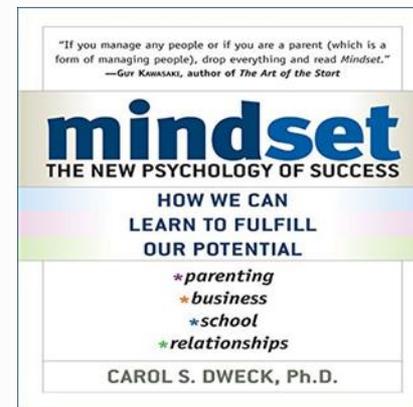
Think About a Time Recently...

- Think of a time that you faced an audacious or overwhelming task professionally; how did you handle it?
- Independent Quick Write – 3 Minutes
- Partner Discussion – 4 minutes (each person will receive 2 minutes to share)



Brief Overview of Mindset Research

- A mindset is a belief that orients the way we handle situations — the way we sort out what is going on and what we should do. Even further, think about your intelligence, your talents, your personality. Are these qualities simply fixed traits, carved in stone and that's that? Or are they things you can cultivate throughout your life? (Dweck, C., 2006)





Overview of Fixed versus Growth Mindsets

- A Fixed Mindset
 - Intelligence is a fixed trait
 - You can't change it
(Look **smart** at all cost!)
- A Growth Mindset
 - You can grow your intelligence through effort, good strategies and practice
(**Learn** at all cost!)





What is Tenacity?

It comes from the Latin word meaning “the act of holding fast.”

The quality or fact of being very determined; determination.

Example:

Four pregnant teenagers made a pact to support each other and succeed despite the fact that the odds were against them. Through education and hard work, they were determined to give their children a better life. All four went back to school, worked when they were not in school, and received help and support from friends, family, and each other. All four of these young ladies earned their bachelor's degree by the age of 22 years old and master's degree by 30 years old. How did they accomplish their goals?



Strategies to Build Tenacity

Eliminate whining, but create channels to address what isn't working. Five rules for discussing what isn't working in order to build tenacity:

- 1.** Don't talk about an issue unless you're prepared to do something about it.
- 2.** The exception to #1 is talking to decide if rule #1 applies.
- 3.** Label venting as venting.
- 4.** Determine why the issue is important. Purpose fuels passion.
- 5.** Identify a behavior that makes things better today. Theories aren't solutions.



What is Grit and Perseverance?

- **Grit**
 - A Germanic origin word that means courage and resolve; strength of character.
 - Grit is developed in a person from their life experience. (Long term)
- **Perseverance**
 - Origins are Old French and Latin meaning abiding by strictly.
 - Steadfastness in doing something despite difficulty or delay in achieving success. (Short term and Long term)

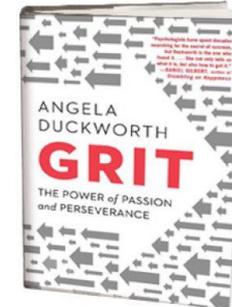




Example of Grit and Perseverance

Example:

Angela Duckworth, a professor of psychology at the University of Pennsylvania, finds grit and perseverance in the best possible places. Her grit obsession, as she recounts, began at least a decade earlier. As a graduate student, she visited West Point, where each year twelve hundred new cadets go through a grueling seven-week training regimen (“Beast Barracks”) before entering freshman year. Most make it through, though some do not. Why not?





Strategies to Build Grit

- **Practice**

Deliberate practice means learning as you go, getting feedback from your experience as well as from others.

The SpaceX team didn't attempt to land on a barge in the ocean from the get-go, they instead practiced with lighter rockets, on land first. Once they mastered that, they attempted the sea landing.

Any time they failed they merely thought of it as having had been another practice attempt.

- **Time**

Giving yourself time to practice and learn and stay in the game.



Strategies to Build Perseverance

- Have a clear step-by-step plan of how you're going to achieve your goal. Your plan is your roadmap to your desired destination. Simply without one you'll get lost. Generate action items for follow-up.
- Start turning ideas into reality
- Establish consistent daily habits. Take small steps of progress consistently everyday will mean that your efforts will compound and success will be inevitable.





What is Resilience?

A Latin word in origin meaning 'bounce back' or 'leap back'.

Resilience is the capacity to recover quickly from difficulties; toughness.

Example:

Consider Bruce, a suburban principal, who had enjoyed nine years of a fulfilling career, complete with accolades for leading a successful, high-performing school. Yet one morning he woke up to find a scathing letter to the editor in the local newspaper, condemning him as corrupt! The letter unmasked questionable practices in the high school athletic department. Rather than blame others, Bruce acknowledged that he was responsible for the culture that allowed the incidents to occur and that he didn't have the control he thought he had. He believed that he now had a grasp on who he really was as a leader and that he was a different and better principal because of the crisis experience. Have you faced a situation that you had to be resilient in overcoming? How did you respond?



Strategies for Building Resilience

- **Avoid seeing crises as insurmountable problems.** You can't change the fact that highly stressful events happen, but you can change how you interpret and respond to these events. Try looking beyond the present to how future circumstances may be a little better.
- **Accept that change is a part of living.** Accepting circumstances that cannot be changed can help you focus on circumstances that you can alter.
- **Nurture a positive view of yourself.** Developing confidence in your ability to solve problems and trusting your instincts helps build resilience.



What is Self-Development?

- Napoleon Hill coined this term in 1937.
- Self-development is the process by which a person's character or abilities are gradually developed.
- **Learn something new every day.** By pursuing more knowledge, you're creating future opportunities for yourself. Books are especially important to the learning process. They have wisdom in a format that can be easily consumed. New languages, classes, workshops or hobbies are also ways that you can keep learning every day.



How Does all this fit into Self-Development?

- Concentrate your thoughts for thirty minutes daily envisioning the person you intend to become and; (create a vision board)
- Devote time daily to demanding of yourself the development of self-enhancement (create weekly and daily goals that you want to accomplish)
- Seek out an accountability partner who will check on you and hold you to accomplishing your goals.
- When you can develop the **character traits of a Growth Mindset** within yourself you can positively and proactively develop others.



GROWTH Mindset

**Important achievements require a clear focus,
all-out effort, and a bottomless trunk full of
strategies; plus allies in learning.**

~Carol Dweck~

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