



PERSONAL AND PROFESSIONAL GROWTH MINDSET



About Us

Our Mission

- We ignite the power in girls by teaching them the skills to thrive and believe in their ability to be unstoppable.

Our Vision

- We envision a world where all girls believe in their power.

About Me

Chloé LaPorte, LCSW

she/her/hers

Senior Program Director

Educator, social worker, mom



On a 1-9 rubber duck scale, how are things going today?



Goals for this Workshop



Understand the difference between a *fixed mindset* and a *growth mindset*.



Identify how the stories we tell ourselves can alter our behaviors and change the way we see ourselves and the world.



Learn and practice strategies to promote a growth mindset in ourselves, our teams, and our clients.



Writing Exercise

1. One thing I have always been good at is _____.
2. One thing I think I will never be good at is _____.
3. One thing I wasn't very good at but became good at over time is _____.

Fixed v. Growth Mindset

Fixed mindset is believing your qualities are carved in stone. This creates an urgency to *prove yourself* over and over.

Growth mindset is the belief that your basic qualities are things you can *cultivate through efforts, your strategies, and help from others.*



Carol Dweck, Ph.D.

4 Ways to Encourage a Growth Mindset



**Explore And
Challenge Thoughts
During Difficult
Experiences**



**Find Opportunities To
Celebrate Growth**



**Praise The Process,
Not The Person**



**Use Setbacks As A
Platform For Learning**

1. EXPLORE AND CHALLENGE THOUGHTS DURING DIFFICULT EXPERIENCES



	Challenges	Obstacles	Effort	Criticism	Success of Others
Fixed Mindset: Leads to a desire to look <u>smart</u> and therefore a tendency to...	...avoid challenges	...give up easily	...see effort as fruitless or worse	...ignore useful negative feedback	...feel threatened by the success of others
Growth Mindset: Leads to a desire <u>to learn</u> and therefore a tendency to...	...embrace challenges	...persist in the path to mastery	...see effort as the path to mastery	...learn from criticism	...find lessons and inspiration in the success of others

Adapted from: Dweck, Carol. Mindset: The Psychology of Success. Random House, 2006.

	Challenges	Obstacles	Effort	Criticism	Success of Others
Fixed Mindset: Leads to a desire to look <u>smart</u> and therefore a tendency to...					
Growth Mindset: Leads to a desire <u>to learn</u> and therefore a tendency to...					

2. FIND OPPORTUNITIES TO CELEBRATE GROWTH



3. PRAISE THE PROCESS NOT THE PERSON



How do you use praise?

- Praising a person's intelligence or talent sends a **fixed-mindset** message.
- Focus on the process they used – their strategies, effort, or choices – to encourage a **growth-mindset**.



Instead of Saying:	Say:
"You are so smart!"	
"It's okay. Maybe you're just not cut out for this!"	
"You're a natural at that!"	
"That's right! You did that so quickly and easily; great job!"	
"That's not right. It seems like you're not even trying."	
"That was really hard. I'm so glad it's over and you don't have to do that again."	
"You have a real talent for writing. You should take on more writing projects because you're so good at it."	

Instead of Saying:	Say:
"You are so smart!"	"I can see you worked so hard on this!"
"It's okay. Maybe you're just not cut out for this!"	"It seems like it's time to try a new strategy."
"You're a natural at that!"	"I like watching you do that."
"That's right! You did that so quickly and easily; great job!"	"It looks like that was too easy for you. Let's find you something challenging so you can grow."
"That's not right. It seems like you're not even trying."	"That's not right. You don't understand this yet. What strategies can you try to understand it better?"
"That was really hard. I'm so glad it's over and you don't have to do that again."	"That was really hard. Your effort has paid off! Next time you'll be ready for this kind of challenge!"
"You have a real talent for writing. You should take on more writing projects because you're so good at it."	"I can see that you've been working really hard to improve your writing skills. I would love to see you take on more writing projects so you can continue to grow."

SAY THIS, NOT THAT!

4. USE SETBACKS AS A PLATFORM FOR LEARNING



Setbacks = jumping off point

01

Reflect on your own work and identify glows and grows.

02

Have a candid conversation about opportunities for growth.

03

Use the power of “YET”

Finish the
sentence:

If I knew I could not fail, I would...

Resources

- Bronson, P. (2007, February 9). Power (and Peril) of Praising Your Kids. *New York Magazine*. Retrieved from <http://nymag.com/news/features/27840/>
- Dweck, C. (2006) *Mindset: The Psychology of Success*, Random House.
- Khan Academy Education Team. (2013, December 2). *Co-Create a Drawing Activity* [Video File]. Retrieved from <https://www.youtube.com/watch?v=5VZRyGnsL5M>
- Mindsetworks.com. *How Parents Can Instill a Growth Mindset at Home*. (n.d.). Retrieved from <https://www.mindsetworks.com/parents/growth-mindset-parenting>



THANK YOU!

www.girlsempowermentnetwork.org

Chloe LaPorte:
chloe@girlsempowermentnetwork.org