

Growth Mindset Self-Coaching Guide

How much we grow and can achieve is determined by our mindset. If we hold a *fixed mindset*, we believe that our intelligence and our ability to learn doesn't change. If we hold a *growth mindset*, we believe that these personal qualities and abilities can change over time. Having a growth mindset motivates us to invest our time and effort into making ourselves smarter and achieving more.

Our mindset can have a significant influence on how we think and behave, as summarised below:

Fixed Mindset → Intelligence is static Leads to a desire to look smart and a tendency to:	Growth Mindset → Intelligence can increase Leads to a desire to learn and a tendency to:
Choosing goals	
Select 'performance goals' where ability is easily measured against a target; it's all about winning or losing, passing or failing	Select 'learning goals' where the focus is on gaining competence and then mastering a skill; it's all about learning and growing
Facing challenges and failures	
Avoid challenges and failures. Or, repeat the same behaviours and, if these don't work, give up and decide not to try again	Embrace challenges and failures. Use them as opportunities to learn more and try something new, possibly leading to greater success
Overcoming obstacles	
Get defensive or give up easily	Persist in the face of difficulties and setbacks
Making the effort	
See effort as useless or think it reflects a lower level of intelligence	See effort as the path to mastering a skill and practice as leading to greater success
Criticism from others	
Ignore useful negative feedback	Learn from constructive feedback
Success of others	
Feel threatened by the success of others	Learn and be inspired by the success of others
Result of holding the mindset	
Not to achieve their full potential	Reach ever-higher levels of achievement

How can I continue my growth?

Neuroscience has shown us that the brain is malleable and can change and grow the connections between neurons through our actions, practice and experience. (This is called brain plasticity.) The more we learn and practice new things, the more we increase our neural capacity. We should therefore think of the brain as a muscle which needs to be exercised; the more it practices these exercises, the stronger it becomes. The exercises need to be frequent, regular and sufficiently challenging, e.g. learn a new skill, begin a new hobby, meet different people, go to different places, seek learning opportunities.

To maintain a growth mindset, we need to ask ourselves "What are the opportunities for my learning and growth today?" Once we identify them, we should make a plan, take action, and gain the benefit.

*"Failure is so important. We speak about success all the time.
But it is the ability to resist or use failure that often leads to greater success." J.K. Rowling*

More Information

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