

# Growth Mind-Set and Stepping into Confidence

## Introduction to Growth Mind-Set

The research behind the growth mind-set has been conducted by a Psychology Professor at Stanford University called Carol Dweck Ph.D.

Growth mind-set is a belief that you can change and improve. It is a belief that our basic qualities including intelligence and talents and personality can be changed and cultivated through effort, meaning that a person's abilities and personality can be changed regardless of where they currently are at.

This is the opposite belief to a fixed mind-set. A fixed mind-set believes that abilities and personality are fixed at birth or locked in at a certain age and cannot be changed for example – some people are inherently more talented or intelligent than others.

The truth is we can all learn and grow and thrive at our fullest potential. In order for us to succeed in whatever we want to succeed in it is important to believe in ourselves and believe that we are capable of figuring out how to get to where we want to be, of been able to learn what we need to learn.

There are 3 steps to growing a growth mind-set.

1. Developing Awareness
2. Changing your Perspective
3. Taking Growth Mind-set Action

Below there is a workbook for you to work through. It includes all these 3 steps and is aimed at helping you to develop and strengthen a growth mind-set so that you can truly embody the belief that your own talents, abilities and intelligence are not fixed and that your potential for the success that you want in life is truly limitless.

# Growth Mind-Set and Stepping into your Confidence

## Step 1: Awareness

### Awareness of Your Self-Talk and Fixed Mind-set Triggers

Everyone has an internal voice, and part of this voice is an inner critic, inner hater, or inner doubter—it is the fixed mind-set persona. You can hear this persona within the negative self-talk that happens in your thoughts and mind. It can sound like:

- I'm not good enough.
- I will probably fail.
- I can't do this.
- I don't want to risk it.
- I shouldn't have to try so hard.
- If I'm not naturally good at this, I should just quit.
- It's not my fault.
- This makes me uncomfortable, I'm not doing it.
- Why try if it won't change anything?

What does yours often sound like?

**Give your fixed mind-set persona a name.** Naming it helps you remind yourself that this mind-set—or habit of thinking—is not who you are!

I will call my fixed mind-set persona: \_\_\_\_\_

**Identify your triggers.** What situations tend to trigger your fixed mind-set persona?

- When you're thinking about taking on a big challenge or learning something new? \_\_\_ always \_\_\_  
sometimes \_\_\_ never

What does your fixed mind-set persona tell you when you're in this situation?

- When you're thinking about making a change?

\_\_\_ always \_\_\_ sometimes \_\_\_ never

What does your fixed mind-set persona tell you when you're in this situation?

- When someone criticizes you?

\_\_\_ always \_\_\_ sometimes \_\_\_ never

What does your fixed mind-set persona tell you when you're in this situation?

- When you fail at something?

\_\_\_ always \_\_\_ sometimes \_\_\_ never

What does your fixed mind-set persona tell you when you're in this situation?

- When something goes wrong? Do you beat yourself up or blame someone else?

\_\_\_ always \_\_\_ sometimes \_\_\_ never

What does your fixed mind-set persona tell you when you're in this situation?

- When someone else makes a mistake? Do you judge them? Criticism them?

\_\_\_ always \_\_\_ sometimes \_\_\_ never

What does your fixed mind-set persona tell you when you're in this situation?

- When you're under pressure or on a deadline?

\_\_\_always \_\_\_ sometimes \_\_\_never

What does your fixed mind-set persona tell you when you're in this situation?

- When you procrastinate or are feeling lazy?

\_\_\_always \_\_\_ sometimes \_\_\_never

What does your fixed mind-set persona tell you when you're in this situation?

- When you have a conflict with someone?

\_\_\_always \_\_\_ sometimes \_\_\_never

What does your fixed mind-set persona tell you when you're in this situation?

- When your reputation is at risk or you worry what others will think?

\_\_\_always \_\_\_ sometimes \_\_\_never

What does your fixed mind-set persona tell you when you're in this situation?

## **Awareness of Your Reaction**

Ask yourself, how am I rationalizing or judging the situation?

How am I beating myself up or blaming others?

What is the fixed mind-set telling me?

## **Step 2: Perspective**

You may not always be able to change what happens around you, but you always have a choice of how you respond, react, and how you view the situation.

When you catch your fixed mind-set persona with a limited thought, ask yourself, what else might be going on here?

What is a more realistic and optimistic way to look at this situation?

What are the good aspects of this situation?

How can I look at this differently?

Here are examples of rephrasing fixed mind-set thinking as growth mind-set thinking. Be on the lookout for any time you hear your fixed mind-set persona taking over your internal dialogue, such as the reactions to the triggers you identified or the following common fixed mind-set thoughts, you can change your perspective to a growth mind-set,

- When you hear yourself thinking something like: “What if you’re not good enough? You’ll be a failure.”

Change it to: “Everyone starts out not being good and successful people all fail along the way.”

- When you hear yourself thinking: “If it’s this hard, you’re probably just not good at it.”

Change it to: “If it’s hard, it means I need to put in more effort and it will be a great achievement when I get good at it.”

- When you hear yourself thinking: “If I don’t try, I can’t fail and I will keep my dignity.”

Change it to: “If I don’t try, I have already failed and I have no dignity.”

- When you hear yourself thinking: “It’s not my fault.”

Change it to: “If I don’t accept whatever part of this is my responsibility, I give away my power.”

Go back through the fixed mind-set triggers you identified and what your persona tends to tell you and rewrite a NEW thought from the growth mind-set perspective.

My fixed mind-set trigger thought:

My replacement growth mind-set perspective:

My fixed mind-set trigger thought:

My replacement growth mind-set perspective:

My fixed mind-set trigger thought:

My replacement growth mind-set perspective:

My fixed mind-set trigger thought:

My replacement growth mind-set perspective:

### **Step 3: Growth Mind-set Action**

So, at this point you've noticed your fixed mind-set persona thinking limited thoughts and you've changed your perspective. The next step is the most important, and in fact is what truly makes someone have a growth mind-set. The most important factor for developing a growth mind-set is action.

As yourself, what did you learn from the experience?

What could you do differently next time or going forward?

What would help you achieve this goal that you haven't tried?

What do you need to learn or what information do you need to gather?

What steps will you take?

**DON'T STOP THERE!** List out the steps that you will take, and for each one, identify exactly **WHEN** you will do it. If anything on your list cannot happen within 1 week, save it for later and re-assess at the end of the week. For everything else, include when you will do it and what you need in order to do it.

<b>ACTION STEP</b>	<b>WHEN WILL I DO IT</b>	<b>WHAT I NEED</b>	<b>GOAL / OUTCOME</b>

Lastly, take 5 minutes to visualize yourself taking each of these steps, as you imagine they will play out, including achieving the goal and outcome you are aiming for.

## Practicing a Growth Mind-Set

Select your favourite affirmations from the list below or write your own and put them somewhere you will see them every day, such as next to your bed, on your mirror, on the cover of your day planner, attached to your computer screen, or programmed into the calendar of your phone to remind you to look at them every day, at least once.

- Everyone has a fixed mind-set to some degree. Now that I know the difference and I know I can change, I am developing a growth mind-set.
- Challenges, risks, and failures do not reflect that I am a failure, they are opportunities for me to grow and improve.
- I care more about the process and the journey and who I become along the way than I do about the outcome.
- I am glad that I am not perfect and that I never will be because it means I am not limited to where I am today.
- What other people think about me is none of my business. I no longer allow other people's opinions and judgments to hold me back from living a life of fulfilment and reaching my potential.
- I am always looking for the meaning and lessons contained in all situations that can help me fulfil the greater purpose in my life.
- I move past the discomfort of making mistakes quickly because I learn the lesson and allow it to help me improve so I can do better next time.
- I know that no one starts out great at something and so I am willing to try new things and practice skills I would like to have, putting in the time and effort I know it takes to master this area.
- I am the master of my thoughts, emotions, and actions and I do not give my power away by reacting to others criticism, judgment, or actions in a negative way.
- Having to exert effort in order to be good at something is a good thing because it shows me that I am capable of learning and improving. I love knowing I am not limited to my current strengths.
- I love knowing that even if someone else may be more naturally talented in an area than I am, a person with better work ethic will out perform a person with talent every time.
- I know that most truly successful people have failed their way to success.
- I have skills and knowledge today that I didn't have before because I learned and grew in those areas, so I know I can develop any ability I want.
- If my talents, abilities, and intelligence are not fixed, this means my potential is truly limitless!