



How to Develop a Growth Mindset

A growth mindset is a belief that intelligence and talent can grow over time. The belief that intelligence and talent are stagnant or “fixed” is the fixed mindset. Because the growth mindset encourages students to develop their intelligence and talent through effort, learning, and life experiences, it is the preferred mindset among educators and students. However, don’t worry if you currently have a fixed mindset; you can learn how to develop a growth mindset. Follow the steps below to develop a growth mindset.

1. Learn to hear your fixed mindset “voice.”

When the voice in your head tells you, “Maybe you don’t have the talent” to meet a certain challenge, or, “You aren’t intelligent enough” to learn something, that’s your fixed mindset. Listen for that voice and recognize it.

2. Recognize that you have a choice.

With every challenge or setback, you can decide your approach. Will you interpret them with a fixed mindset, and decide you’re lacking in intelligence or talent? Or will you interpret them with a growth mindset, and look for a “starting point” from which to grow? For example, if I earn 55% on a math test, I could simply decide that I don’t have the intelligence to learn math and give up. Or I could say, “I know more than half of the material, so now I need to work on learning the other half.” How will you approach your challenges?

3. Talk back to your fixed mindset voice with a growth mindset voice.

If your fixed mindset says you aren't smart enough to learn something, say, "I might not know everything right now, but I can learn it with time and effort." After you answer your fixed mindset with a growth mindset long enough, you'll begin to think in the growth mindset primarily.

4. Take the growth mindset action.

You have the power to choose which voice to listen to. Choosing the growth mindset inner-voice allows you to:

- take on all challenges
- learn from setbacks and try again
- listen to constructive feedback and act on itⁱ

ⁱ Adapted from <https://mindsetonline.com/changeyourmindset/firststeps/index.html>