

Fixed Mindset vs. Growth Mindset: Which One Are You? Through more than three decades of research, Carol Dweck has been figuring out why some people achieve their potential while equally talented others don't. The key, she found, isn't ability; it's whether you look at ability as something you can't change or as something that can be developed. It is not obvious to everybody: There are the two types of mindsets. **Fixed Mindset:** People who hold these beliefs think that "they are the way they are". Of course they want to perform well and look smart, so rather than risk failing and negatively impacting their self-image, they will often avoid challenges and obstacles that are useful for growth. The **Fixed Mindset** leads you to believe that any criticism of your capabilities is criticism of *you*. As a result, they don't change or improve much with time, so they don't reach their full potential, and this confirms that "they are as they are". **Growth Mindset:** People who hold the **Growth Mindset** believe that intelligence can be developed, that the brain is like a muscle that can be trained. This leads to the desire to improve. They embrace challenges, because they know that you'll come out stronger. Self-image is not tied to your success and how you will look to others; failure is an opportunity to learn. Effort is seen not as something useless to be avoid but as necessary to grow. Criticism and feedback are sources of information. And so, **Growth Mindset** individuals keep learning and improving. **What Now** The good news is that it is possible to change from one to the other. In a recent study, training students to adopt a growth mind-set about intelligence had a positive effect on motivation and math grades; students in the control group showed no improvement despite all the other interventions.

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