

Growth Mindset

Empower Hour with



SCOTTISH POLICE
AUTHORITY



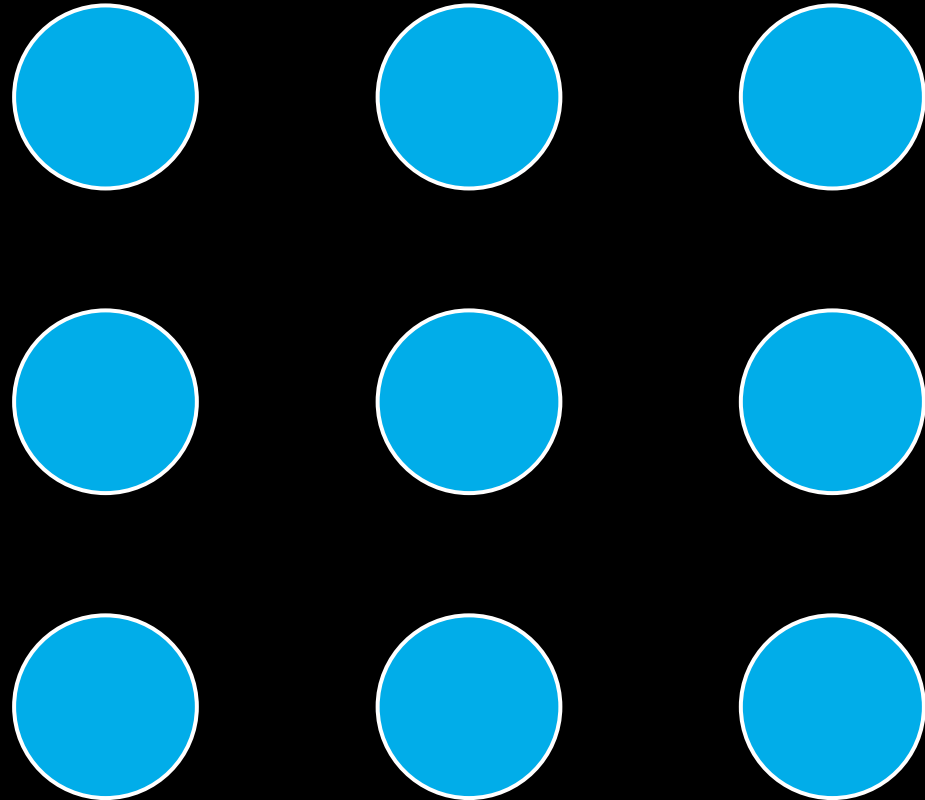
POLICE
SCOTLAND
Keeping people safe
POILEAS ALBA

Getting the most from the session

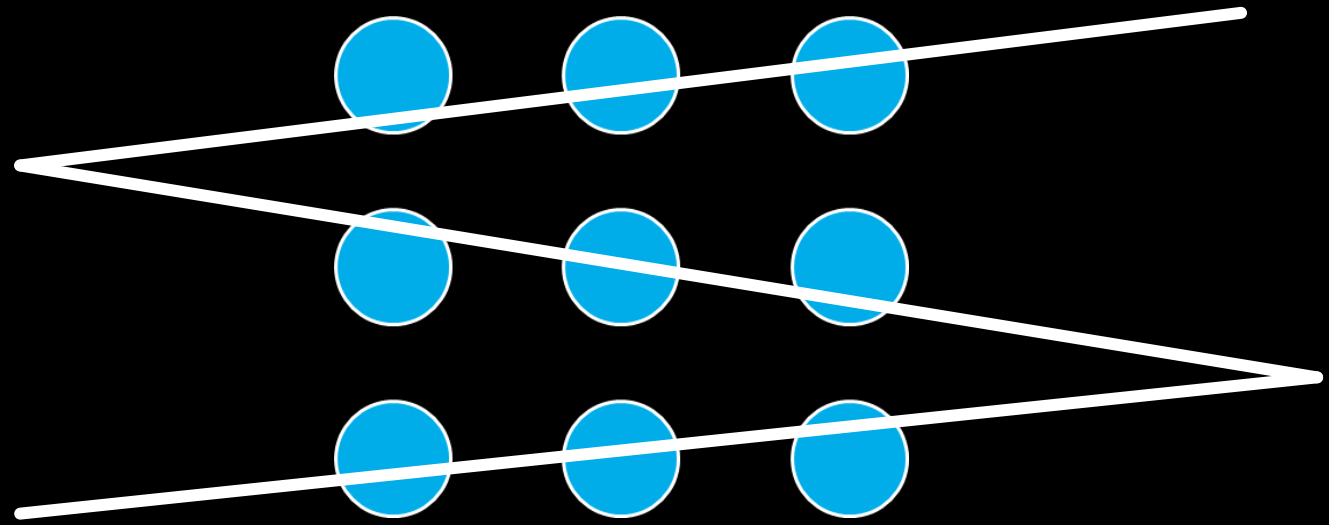
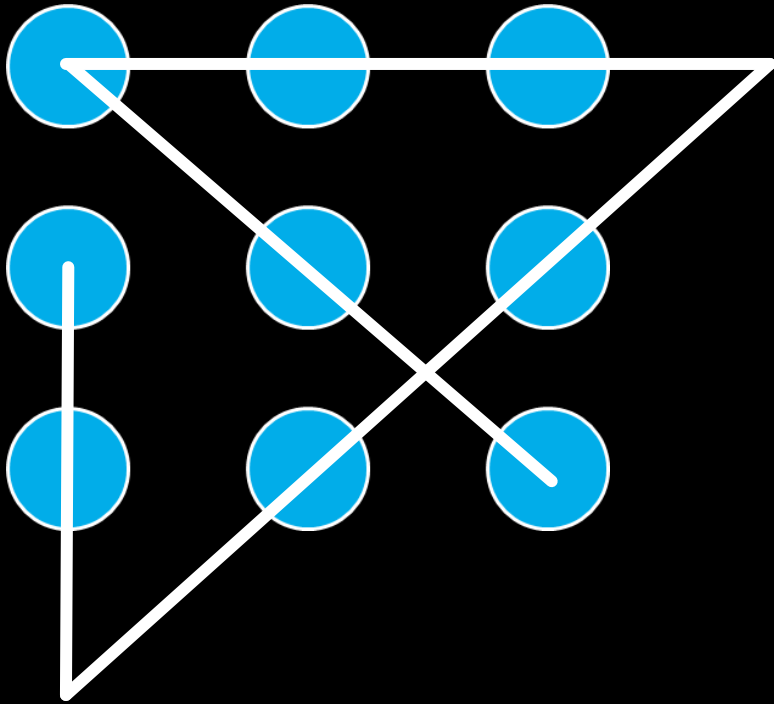


Connect the dots

Without lifting your pen/pencil, connect the 9 dots using 4 continuous straight lines.

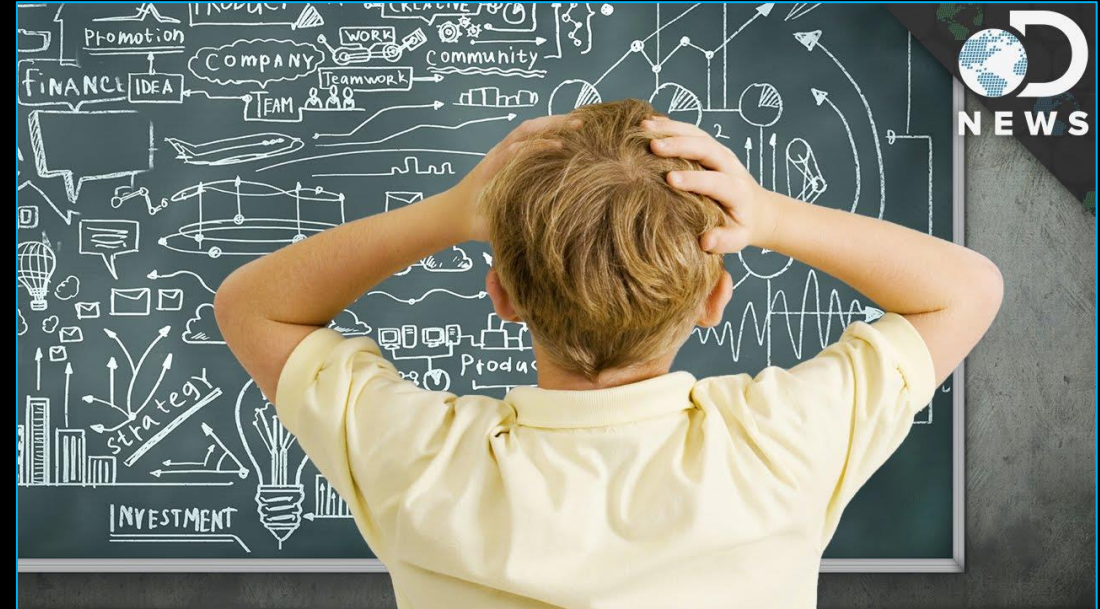


Connect the dots - the solution





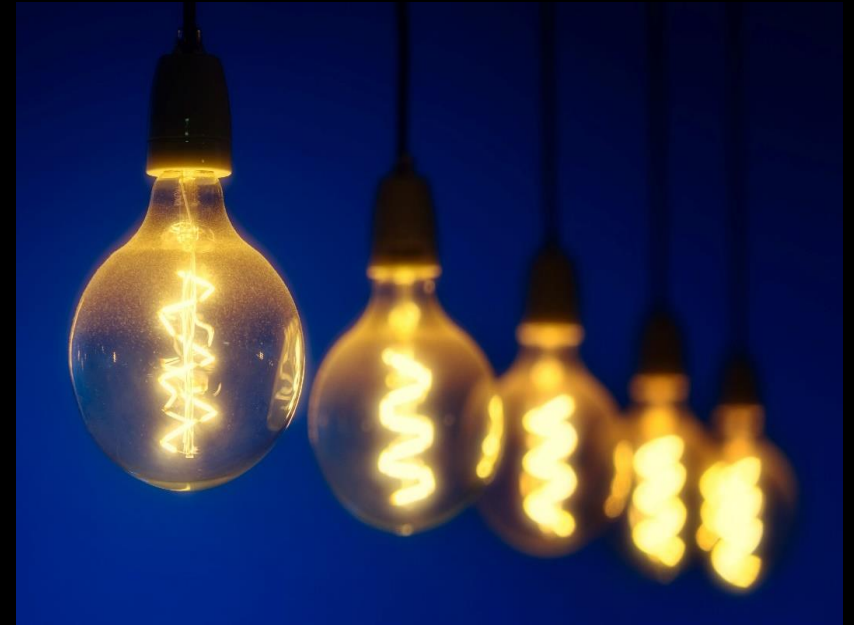
List the things that you are good at and come easily to you



List the things that you are not so good at and do not come so easily for you

Learning Outcomes

1. Discuss what a growth mindset is and how this impacts our approach to learning
2. Explore the 4 key ingredients required to develop a growth mindset
3. Develop actions to adopt a growth mindset



**Why did you select
the growth
mindset session?**



Agree, maybe, disagree?

1. You're born with a certain amount of intelligence and it isn't something that can be changed
2. Intelligence can increase or decrease depending on whether or not you spend time exercising your mind
3. You can learn new things but you can't change your underlying level of intelligence
4. Learning new things can increase your underlying intelligence
5. Talent is something you're born with, not something you can develop
6. If you practice something for long enough, you can develop a talent for it
7. People who are good at a particular skill were born with a higher level of natural ability
8. People who are good at a particular skill have spent a lot of time practicing that skill, regardless of natural ability

Agree, maybe, disagree?

1. You're born with a certain amount of intelligence and it isn't something that can be changed **DISAGREE**
2. Intelligence can increase or decrease depending on whether or not you spend time exercising your mind **AGREE**
3. You can learn new things but you can't change your underlying level of intelligence **DISAGREE**
4. Learning new things can increase your underlying intelligence **AGREE**
5. Talent is something you're born with, not something you can develop **DISAGREE**
6. If you practice something for long enough, you can develop a talent for it **AGREE**
7. People who are good at a particular skill were born with a higher level of natural ability **DISAGREE**
8. People who are good at a particular skill have spent a lot of time practicing that skill, regardless of natural ability **AGREE**

Agree, maybe, disagree?

Mostly incorrect answers – you may have a **Fixed Mindset**

The findings of older research could be playing a part here. As a society, we used to believe that intelligence was very much fixed and that there was little point trying to 'become something that you're not'.

However, newer research is much more encouraging. There are studies on large numbers of subjects that show that mindset has a powerful impact on achievement. We can, in fact, become more than we were - no matter our age or initial ability levels.

Mostly maybe answers – You seem **Uncertain**

Learning more about the latest research into how the brain works might inspire you.

Mostly correct answers – Congratulations! You may have a **Growth Mindset**

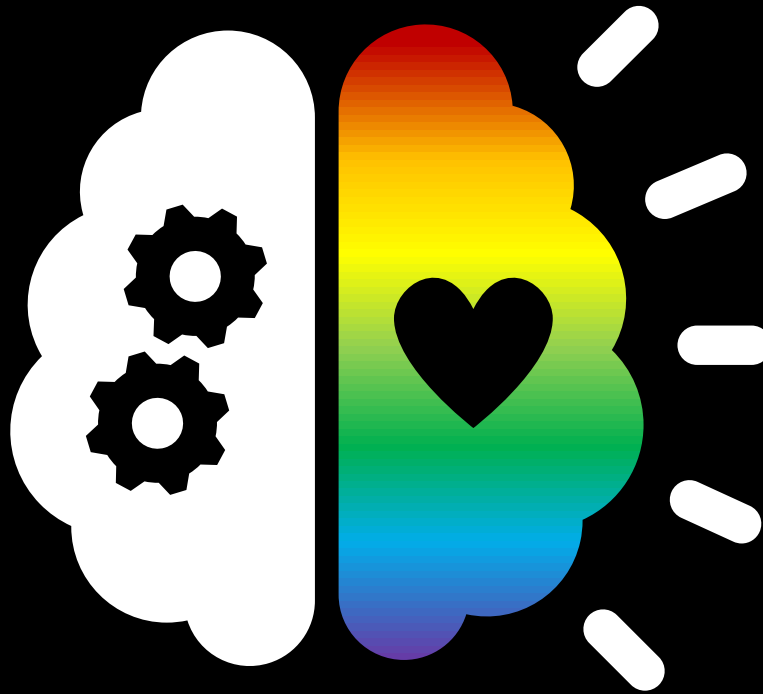
Having a growth mindset is a huge benefit in life, so make sure you keep it up.

Create daily reminders for yourself of the positive effects of this mindset. And help yourself even more by helping others whenever you can, to feel more positive about any challenges they're facing.

Fixed vs growth mindset

Fixed Mindset

“Believing that your qualities are carved in stone”
or
“Those who believe their talents are innate gifts”



Growth Mindset

“Those individuals who believe their talents can be developed (through hard work, good strategies, and input from others) have a growth mindset”

Characteristics

Characteristics of a Fixed Mindset

- Believes intelligence and talents are fixed
- Believes effort is fruitless
- Believes failures define who they are
- Hides flaws
- Avoids challenges
- Ignores feedback
- Views feedback as personal criticism
- Feels threatened by others successes
- Negative language
 - Can't, won't, impossible, problem etc.

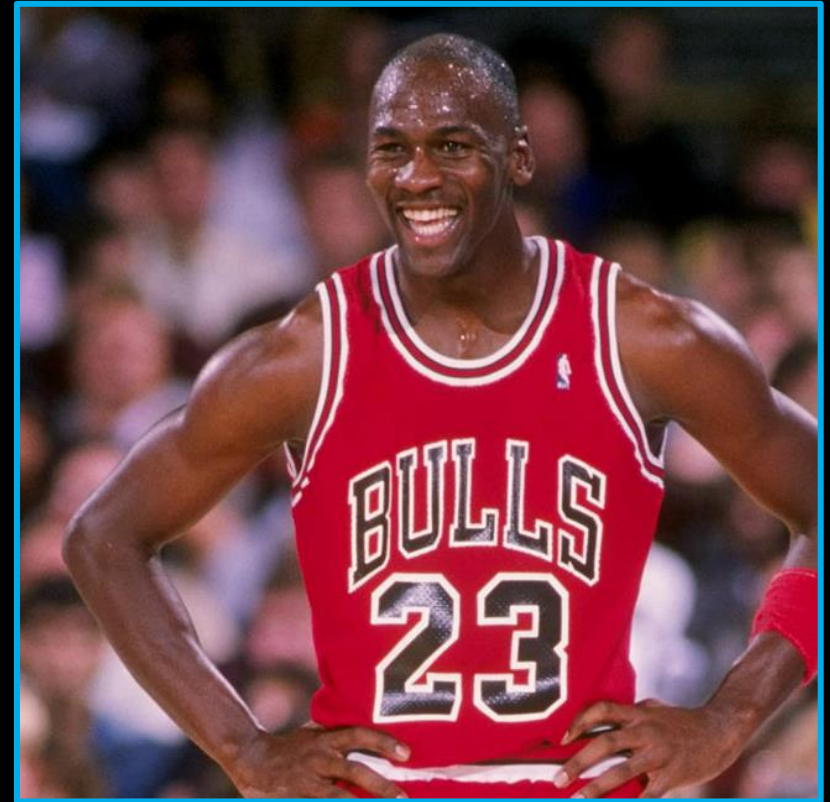
Characteristics of a Growth Mindset

- Believes intelligence and talents can be developed
- Believes effort is the path to mastery
- Believes mistakes are part of learning
- Views failure as an opportunity
- Believes failures are temporary
- Embraces challenges
- Welcome feedback
- Views others successes as inspirational
- Positive language
 - Can, will, do, solution etc.

Who do you know who demonstrates a growth mindset?
What do they do?



Sir James Dyson



Michael Jordan
NBA MVP

Misconceptions

"I've got a Growth Mindset. I've done it!"

**GROWTH MINDSET
IS NOT A MAGIC PILL**

WE ARE NOT

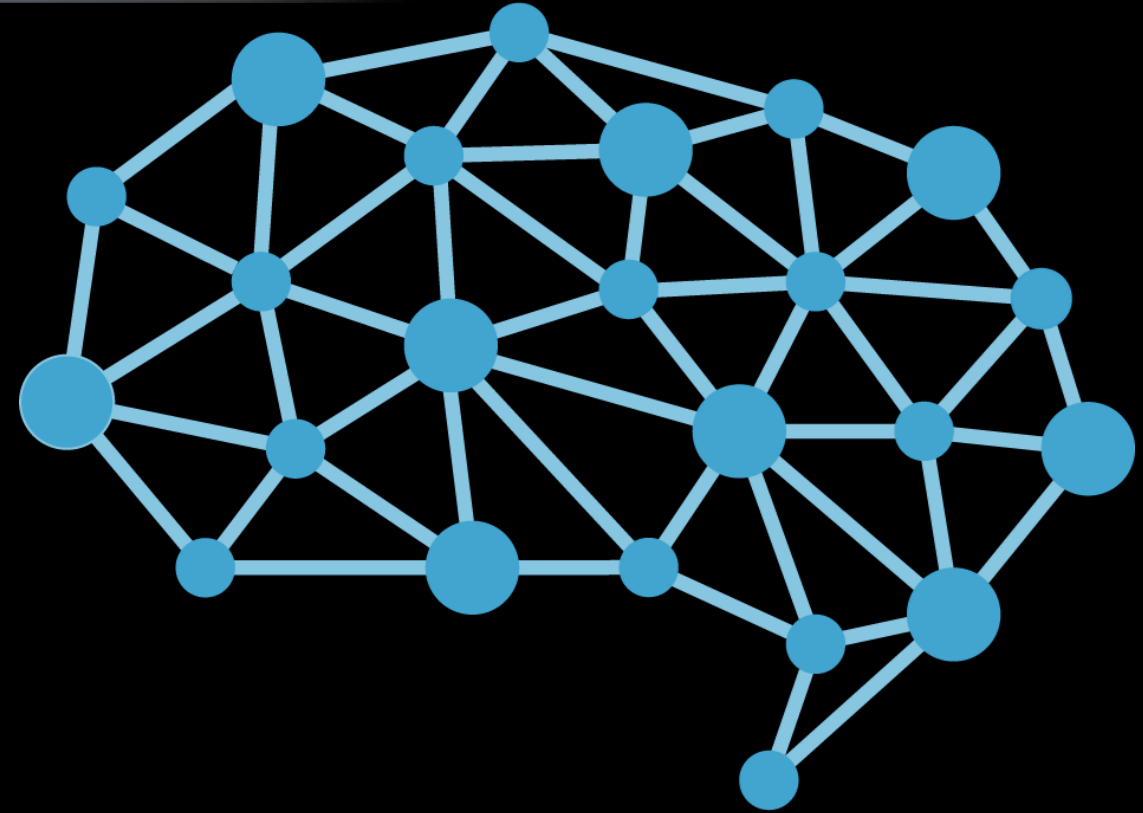
**ONLY
FIXED**

**ONLY
GROWTH**

Neuroplasticity

The brain can, and does, change throughout our lives, it's adaptable like plastic.

With repeated and directed attention towards a desired change, you can rewire your brain.



Benefits of a growth mindset?

- More likely to start new things
- More likely to stick with it
- Life- long learners
- Positive impact on how you experience life
- More likely to be successful
- Positive impact on how you support others
- Adapt better to change
- Influences how you experience difficult situations
- Influences how you lead and motivate your team/colleagues

Summary

- Having a growth mindset puts you in a great position to become a life-long learner.
- This is when you challenge your self-limiting beliefs and reject the negative stories you tell yourself about your ability to do things.

The **impact** of your mindset...



Growth versus fixed mindset...



B+A=G



Activity

Part 1: Think of a time when you successfully learned/did something new, which pushed you out of your comfort zone.

- What challenges did you have to overcome?
- What helped you be successful?

Part 2: Discuss a time where a negative belief stopped you from starting/achieving something.

- What happened, and
- What could you have done differently?

Belief + Action = Growth



“Whether you believe you can
or believe you can't, you are right. ”

Henry Ford



**Key ingredients
to a growth
mindset**

GROWTH MINDSET

KEY INGREDIENTS TO GROWTH

SKILLS ARE BUILT
YOU CAN LEARN
AND GROW

THE PROCESS
GETTING BETTER

USEFUL - LEADS
TO GROWTH

EMBRACE &
PERSEVERE - FRAME
AS AN OPPORTUNITY

USE THEM TO
LEARN

APPRECIATE &
USE IT

BELIEFS

FOCUS

EFFORT

CHALLENGES

MISTAKES

**FEED-
BACK**

SKILLS ARE BORN
YOU CAN'T LEARN
AND GROW

PERFORMANCE
OUTCOMES
NOT LOOKING BAD

NOT NECESSARY
NOT USEFUL

BACK DOWN &
AVOID - FRAME AS
A THREAT

HATE THEM
GET DISCOURAGED
AVOID THEM

NOT HELPFUL
GET DEFENSIVE
TAKE IT PERSONAL

FIXED MINDSET

OUR BRAIN IS LIKE A MUSCLE

CHALLENGES → STRUGGLE = GROWTH

IT TAKES PRACTICE + TIME TO CHANGE

IT TAKES ACTION

WE CAN

ALL GET

BETTER



WHEN WE

DO THE

WORK



Strategies for developing a growth mindset

Rephrase your words

- | | | |
|----------------------------------|---|---------------------------------------------------------|
| 1. I'm not good at this | → | 1. I'm not good at this yet - what am I missing? |
| 2. I give up | → | 2. I'll use a different strategy |
| 3. It's good enough | → | 3. Is this really my best work? |
| 4. I can't make this any better | → | 4. I can always improve |
| 5. This is too hard | → | 5. This may take some time and effort |
| 6. I made a mistake | → | 6. How can I learn from this? |
| 7. I will never be that smart | → | 7. I will learn how to do this |
| 8. Plan A didn't work | → | 8. Let's find a plan B |
| 9. My colleague can do it easily | → | 9. I will learn from them |



Actions for building a growth mindset

- Embrace more challenges
- View growth as a process
- Set your own pace
- Everyone fails
- Develop resilience
- Reflect on past success and failures
- Anti-talent show
- Acknowledge and embrace imperfection
- Pay attention to words and thoughts
- Stop seeking approval from others
- Cultivate a sense of purpose
- Redefine genius
- Find the word YET
- Don't take yourself too seriously, take risks





“The only person you are **destined** to become,
is the person you **decide** to be”

- Ralph Waldo Emerson

'How To' online learning platform

Mind Tools for Business offers accessible, on-demand performance tools and resources that help people perform, manage and lead in today's workplaces. Specialising in management, leadership, and personal development their resources aid workplace performance, helping to up skill learners by building on the skills they need to work smarter.

Make things happen

Share one thing you will do
to build your
growth mind-set



Feedback





Amplify

your development



**POLICE
SCOTLAND**
Keeping people safe
POILEAS ALBA

SCOTTISH POLICE
AUTHORITY



Sources

- **The London Academy of IT.**
- [Interactive Quiz: Fixed vs Growth Mindsets | London Academy of IT](#)
- Mind Tools for Business