

GETTING THINGS DONE

Seeks to do things better, evaluating progress, innovating and taking action where necessary



Having a 'Fixed' vs a 'Growth' Mindset

Which of these statements do you believe to be true?

- Intelligence is fixed.
- Intelligence can be developed.

Carol Dweck, a professor of psychology at Stanford University, has done extensive research over the last 30 years on the cause and effect of how our thoughts can catapult us into success or inadequacy. The path people choose, according to Dweck, has a lot to do with our attitudes and our perceptions of ourselves.

For example, if we fail at certain tasks and persist with a heavy feeling of inadequacy, we are less likely to succeed than if we fail and move forward with a feeling of growth and fortitude.



Growth Mindset

Fixed Mindset



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ACTIVITY

Here is a 40-minute interview with a Google employee, where Carol Dweck explains her findings and what they mean for teams and organisations.

[Link to interview with Carol Dweck](#)



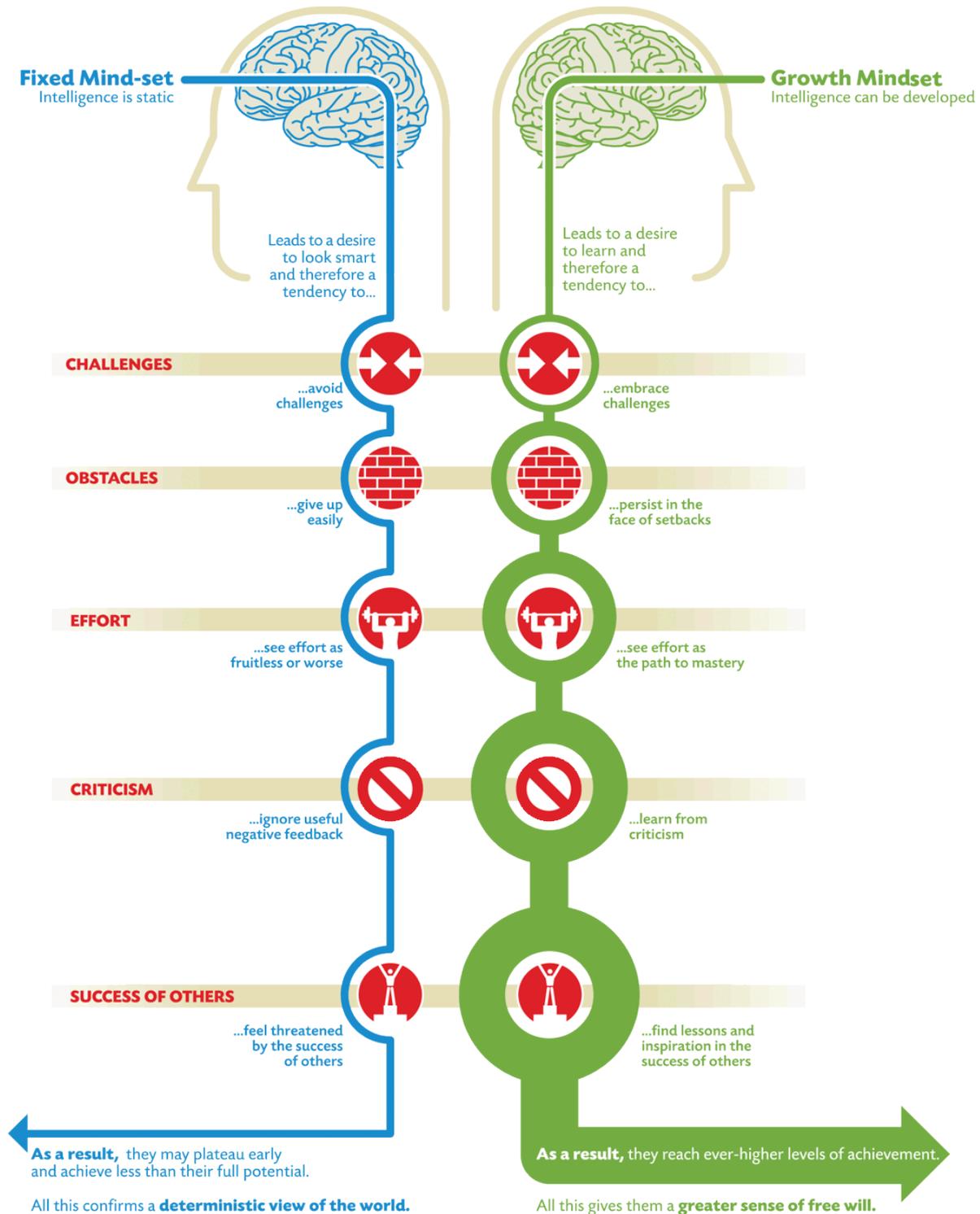
How would work be different for you and your team if you embraced a Growth Mindset?

What could you do first?

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Some of the qualities of each mindset



Complete the Reflection sheet