

Compare the mindsets...simples

This is a picture of me surfing



Yep, the red board is mine 😊

I'm hopeless. I spent hours trying to get up and this was the result time and time again.

Yet, I had fun and I'm determined to get it.

This is a picture of me and budgeting, taken six months ago.



Yep, I avoided it. You see, I'm a people person, I'm hopeless at budgets and figures, I've never been interested and just not that way inclined. And then when I did try tracking spending for a month, I didn't keep at it. And when I made a mistake, it just proved to me it's not my thing, and was accompanied with a dose of beating myself up for not being smart enough and not having enough discipline to be able to do it.

The mindset we have when we approach something makes a difference.

Carol Dweck highlights the importance of a growth mindset compared to a fixed mindset, if you want to learn and grow.

Fixed mindset refers to characteristics that you believe can't be changed in yourself. You believe your level of ability in that particular area is some innate, ingrained part of you. Or if it is possible to change something, you think that you don't have what it takes because it's too hard, or it's too frightening and you would fail. With a fixed mindset, failure is attributed to you not being good enough, and seen as further proof that something is not possible. Failure is feared, so you tend to avoid putting yourself on the line because it will show your inadequacies. Having to put in effort is a sign that you are not talented or smart.

The result is that you don't try very hard and give up easily.

Growth Mindset With a growth mindset you believe the reason that you can't do something, or are not better at it, is because you haven't developed that part of you. Through learning and application you can make a difference to how you are. Failure is seen as a part of learning, stimulates growth, and provides information about how to do things differently.

The result is that you learn and grow, living with greater excellence.

We all have fixed and growth mindsets. It's not good or bad to have one or the other. It's just helpful information if you want to change in a specific area.

Mindset is an influencing factor, that's all.

Fixed Mindset

*What is something where you have a **fixed mindset** ? How do you approach it? How is it expressed in your thoughts, feelings and behaviour?*

What happens in regards to your thoughts, feelings and behaviour, when you hit a difficulty or don't do well in it?

Growth Mindset

*What is something where you have a **growth mindset**? How do you approach it? How is it expressed in your thoughts, feelings and behaviour?*

What happens in regards to your thoughts, feelings and behaviour, when you hit a difficulty or don't do well in it?

You're a different person in each mindset. The differences influence not only how you approach a situation, but also how you receive and take in information.

By their nature, fixed mindsets have an inbuilt tendency to stop you seeing clearly what's going on. They cut you off from your capacities, and inhibit learning. That's why they can be difficult to change. But it's certainly not impossible and the more you are aware of how they work and affect you, the more you are able to respond in helpful ways.

Activities

- 🧠 Understand how each different mindset works in you.
 - Identify the areas in which you have a more fixed mindset? In what areas do you have a growth mindset? Make a list of them. Do the same for the areas where you have a more growth mindset
 - Like we did in the first exercise, take a few of them and notice what happens to the way you think, feel and behave in each mindset.

- 🧠 Disrupt a fixed mindset. Here are some ideas
 - Change your language from 'I can't' to 'I haven't found a way to do this yet'.
 - When learning gets hard tell yourself that this is part of making a change and with persistence or changing the way you are approaching it you break through the other side
 - Remind yourself that failure is an important part of learning.
 - Don't try and change a fixed mindset, just do the beginning actions of making change.

🐝 Feed and reinforce a growth mindset.

- Read up on fixed and growth mindsets, the more you know and understand the more it will be clear what you believe, and the choices to make a change come so much easier. Carol Dweck teaches people the neuroscience behind changing mindset, and about neuroplasticity. This provides people with a factual, scientific basis that change is possible.
- Find ways to remind yourself of the growth mindset responses.
- Learn from, and hang around with, people who have a growth mindset.
- Get support from someone who can help you foster a growth mindset.



Oh, and here's a picture of me now after consistently doing my budget for 6 months!