The following infographic, designed by Nigel Holmes based on Carol S. Dweck’s research, presents the **Fixed Mindset vs. the Growth Mindset**. Please review the graphic below. How do you respond in the face of Challenges, Obstacles, Effort, Criticism and to the Success of Others?

**Fixed (Non-learner) vs. a Growth Mindset (Learner)**

- **Fixed Mind-set**
  - Intelligence is static
  - Leads to a desire to look smart and therefore a tendency to...
    - ...avoid challenges

- **Growth Mind-set**
  - Intelligence can be developed
  - Leads to a desire to learn and therefore a tendency to...
    - ...embrace challenges

**CHALLENGES**
- ...give up easily
- ...see effort as fruitless or worse
- ...ignore useful negative feedback
- ...feel threatened by the success of others

**As a result**, they may plateau early and achieve less than their full potential.

**OBSTACLES**
- ...persist in the face of setbacks
- ...see effort as the path to mastery
- ...learn from criticism
- ...find lessons and inspiration in the success of others

**As a result**, they reach even higher.

Complete the free, 8 question “What’s My Mindset?” Assessment at:

How can you develop a Growth Mindset?

1. **Learn to hear your Fixed Mindset voices**--I can't / This is too hard / It is not my fault / I hate criticism --- recognize them for what they are.

2. **Talk back to these voices with a Growth Mindset voice:** I can / This is hard, but I can do it / I am responsible for my outcomes / Criticism helps me to improve.

3. **Recognize that you have a choice; you are the one in charge.** You can change the way you think, and your attitude not only shapes the situation, but influences the outcomes.

4. **Choose the path of Growth.**
   Take action. Learn from setbacks and try again. Accept criticism with the understanding that it is meant to help you improve. Listen to it, and act on it. Go from thinking to doing.

5. **Try to see yourself as the person on the right hand side of the graphic below.**
   After all, if you think that you are helplessly under the control of outside forces, you are surely on the road to failure. Of course, outside forces influence our progress; but they do not determine the outcomes. YOU do.

Research clearly shows, these are the attitudes that need to be developed and reinforced to create a positive "Academic Mindset."

* "I belong in this academic community."
  You are a member of the Florissant Valley community. We want you here. You deserve to be here.

* "My ability and competence grow with my effort."
  Nothing worth doing is easy. Every educated person has had to struggle to learn new material and skills. The more effort you expend, the greater the reward.
  *" I can succeed at this."
  It may not be easy, and it may not be immediate; but it if you put in the effort and never give up, you will succeed.

* "This work has value for me."
  Getting an education will make a difference in your life, the lives of your family members, and the community. It is incredibly important. The courses that are part of your study have been chosen because they include material that is crucial to your development. Don't blow anything off!
## What Can I Say to Myself?

Learn to recognize what a Fixed Mindset Voice sounds like and speak back to it with a Growth Mindset Voice. You can re-frame your thoughts.

<table>
<thead>
<tr>
<th>Fixed Mindset Voice</th>
<th>Growth Mindset Voice</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Locus of control is perceived as external.</strong></td>
<td><strong>Locus of control is perceived as internal.</strong></td>
</tr>
<tr>
<td><strong>Instead of:</strong></td>
<td><strong>Try thinking:</strong></td>
</tr>
<tr>
<td>Why does everything happen to me?</td>
<td>I make things happen!</td>
</tr>
<tr>
<td>I’m not good at this.</td>
<td>What am I missing?</td>
</tr>
<tr>
<td>I’m awesome at this.</td>
<td>I’m on the right track.</td>
</tr>
<tr>
<td>I give up. What’s the use?</td>
<td>I’ll use some of the strategies we’ve learned.</td>
</tr>
<tr>
<td>This is too hard.</td>
<td>This may take some time and effort.</td>
</tr>
<tr>
<td>I can’t make this any better.</td>
<td>I can always improve, so I’ll keep trying.</td>
</tr>
<tr>
<td>I hate research.</td>
<td>I’m going to pay attention and train my brain to do research.</td>
</tr>
<tr>
<td>I just can’t do math.</td>
<td>I’m going to train my brain in math.</td>
</tr>
<tr>
<td>I made a mistake.</td>
<td>Mistakes help me to learn better.</td>
</tr>
<tr>
<td>She’s so smart. I will never be that smart.</td>
<td>I’m going to figure out how she does it.</td>
</tr>
<tr>
<td>It’s good enough.</td>
<td>Is it really my best work?</td>
</tr>
<tr>
<td>Plan A didn’t work.</td>
<td>Good thing the alphabet has 25 more letters.</td>
</tr>
<tr>
<td>There is nothing I can do about my future.</td>
<td>I determine my future.</td>
</tr>
</tbody>
</table>