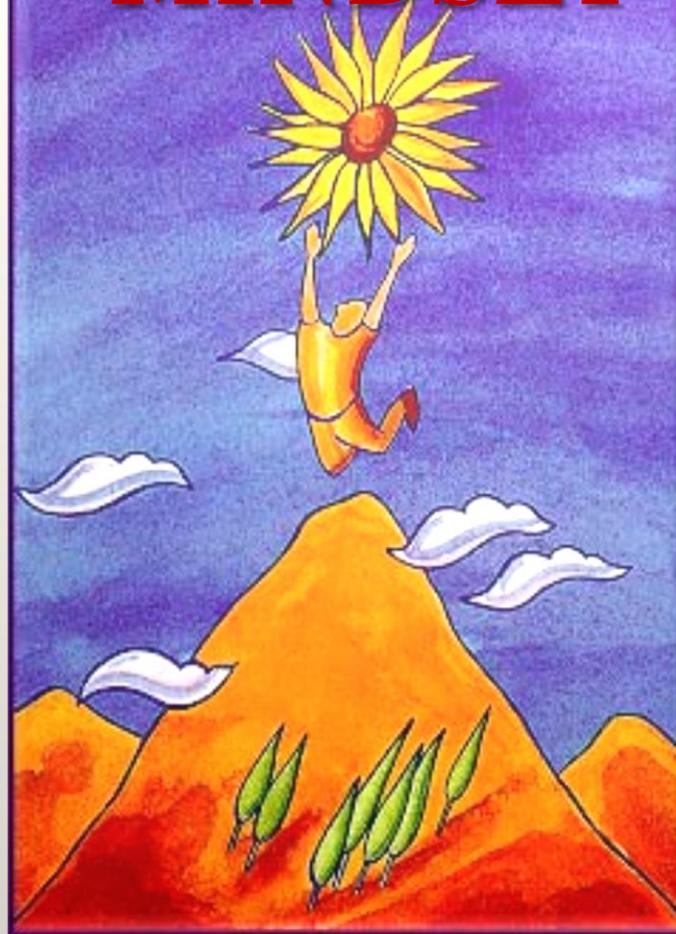


# MINDSET



**DEVELOPING GROWTH MINDSET IN OUR STUDENTS AND  
OURSELVES**

**JENNIFER MAICHIN  
November 15, 2013**

**We can all relate somehow...**



<http://www.youtube.com/watch?v=0YGF5R9i53A>

# Lucy, Lucy, Lucy...



- **“If you can’t do this, you are a failure”**
  - The boss implied that anyone could do this job (this WAS Ethel’s 4<sup>th</sup> position)
  - She instilled a fear of failure (they would be fired if they were not successful)
  - What did she do to help them succeed BEFORE they failed?
    - ✦ **Nothing.**

She assumed that the girl’s had the skills to complete the task.  
Her instructions seemed quite simple, but after viewing the process, isn’t there more to just wrapping chocolates and putting them back on the conveyor belt? (Notice Lucy twisted the paper and Ethel just folded it down. Which was correct? How would they know?)
- **Do Lucy and Ethel have any responsibility in this?**
  - Lucy and Ethel had failed multiple times before in this factory.

*Why?* Lack of skills? Lack of motivation?
  - What did they do differently to try and succeed this time?
    - ✦ **Nothing.**
      - Instead of asking for advice, a demonstration, or maybe even time to practice the skill, they began the task because they believed it was “easy” (they thought they didn’t have to exert much effort to succeed).

"If you manage people or are a parent (which is a form of managing people), drop everything and read *Mindset*."  
—Ken Keselov, author of *The Art of the Start*

# mindset

THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN  
LEARN TO FULFILL  
OUR POTENTIAL

- parenting
- business
- school
- relationships

"It just has to be one of the most influential books ever about education."  
—Ty Burrell, author of *Fortunellus*

CAROL S. DWECK, Ph.D.

# Two Beliefs about Intelligence

- ***Entity theory***

Intelligence is a fixed trait; you have a certain amount, and your performance measures how much of it you have.

- ***Incremental theory***

Intelligence is malleable; it can be developed incrementally through learning.

Research has shown that these mindsets have powerful implications for the goals people hold, the amount of effort they choose to spend, the way they respond to challenges and obstacles, and for their ultimate success.

# Carol Dweck explains: Growth vs. Fixed Mindsets

**Fixed Mind-set**  
Intelligence is static



Leads to a desire  
to look smart  
and therefore a  
tendency to...

**Growth Mind-set**  
Intelligence can be developed



Leads to a desire  
to learn and  
therefore a  
tendency to...

## PEOPLE WHO HOLD THE FIXED MINDSET BELIEVE:

- People have a given level of intelligence, and it can't be changed.
- Success and therefore a positive self image are achieved by performing well and looking smart.

## PEOPLE WHO HOLD THE GROWTH MINDSET BELIEVE:

- People can develop their intelligence. The brain is like a muscle that can be exercised and strengthened.
- Success and therefore a positive self image are achieved by learning and growth through effort.

# Dr. Carol Dweck on the benefits of a Growth Mindset:



# How do these mindsets effect us?

## Fixed Mindset

**If a person believes they failed because they are not smart or do not have enough ability, they refuse to try to learn.**

## Growth Mindset

**If a person believes that they failed because of not being prepared or working hard enough, they excel**

I can't.....  
Climb a tree that  
well

I can't..... <sup>lift any weights</sup>  
with a <sup>in gym</sup>  
sewing  
machine

I Can't  
write a  
RAFT essay  
I can't read music  
notes

I Can't  
do my  
homework  
even when  
I try why does  
it work

I can't run for  
a long while.

I Can't - draw, Cook, do  
laundry

# I can't

I can't.....  
learn how  
do to things  
when there  
thrown at  
me.

I can't write very  
neatly.

I CAN'T.....  
• Math  
• volleyball

They often verbalize this,  
but...

- ...dumb
- ...embarrassed
- ...angry
- ...nervous
- ...mad
- ...scared
- ...upset

How do you feel  
When you make  
mistakes?

When I make mistakes I feel embarrassed -christen

When I make mistakes it makes me feel dumb

When I make mistakes I feel embarrassed

When I make mistakes I feel angry

When I make a mistake it makes me feel like I did a bad thing

When I make a mistake I get nervous

When I make a mistake i get mad!!!!!!!!!!!!!!

When I make a mistake its ok because next time ill try harder.

I feel like I want to get that mistake

I feel like I want to go hide in my room!!!!!!!!!!

that I didn't study enough

I feel

When I make a mistake I feel like I ~~feel~~

I feel good and less from mistake

I feel really embarrassed sometimes

I ~~feel~~ very upset.

When I make a mistake I feel scared

When I make a mistake I feel mad and upset and dumb

When I make a mistake I feel ~~embarrassed~~ I feel embarrassed

I that next I will try harder

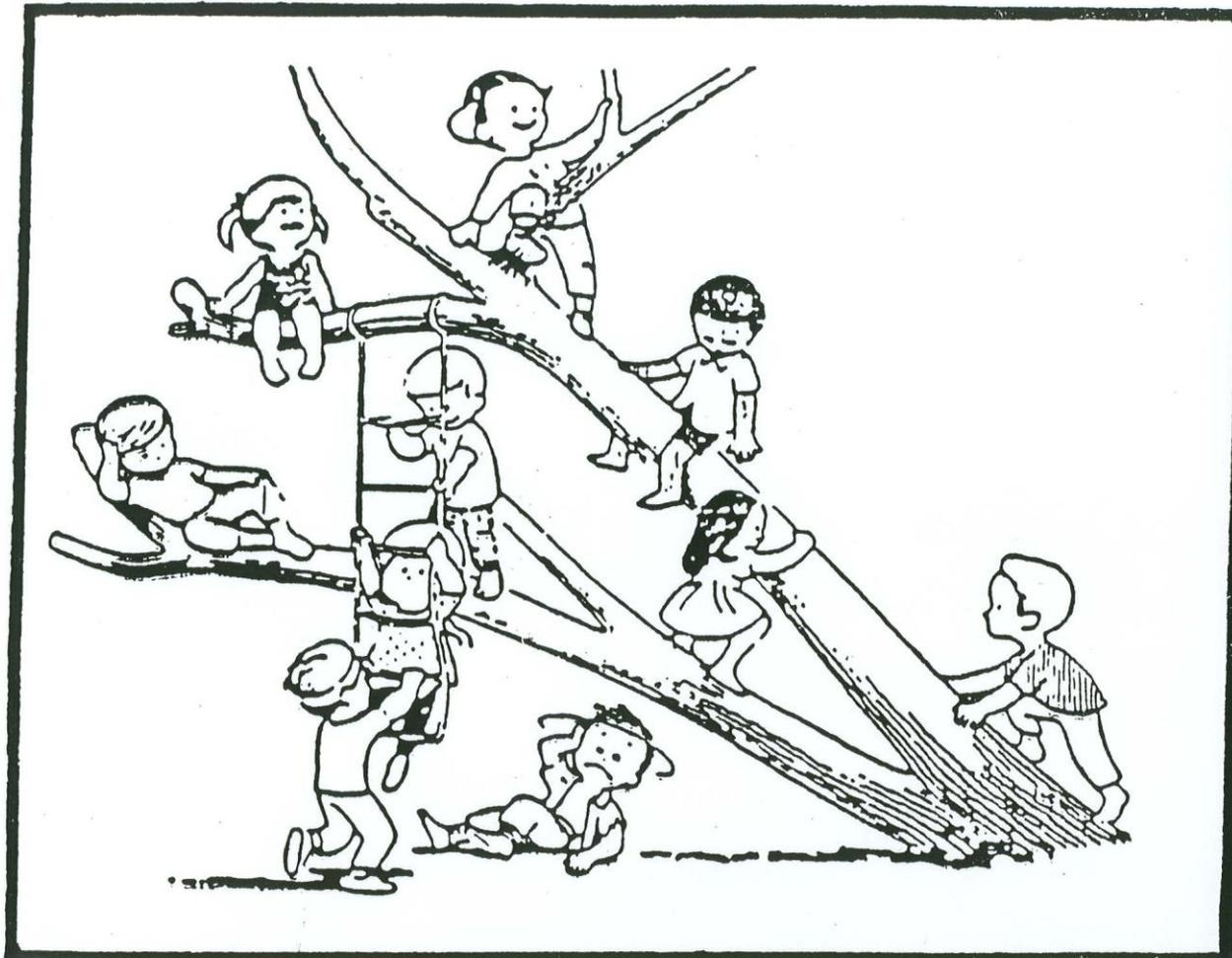
When I make mistakes I feel embarrassed because you do know what your doing



AND WE WONDER WHY KIDS HAVE  
A FIXED MINDSET?



**To measure the intelligence  
of a person, watch to see  
what they do when they  
DON'T KNOW**



I can...

Brave

Keep at it  
work hard

**Make sense of problems  
and persevere in solving  
them**

Figure it out  
my own way

Understand the question  
Use a strategy

Keep going

Don't give up  
If something hard  
don't give UP!!!!

READ WRITE DRAW

Knowing a  
won't get you  
the first time  
time

Don't just copy

Not afraid to FAIL thesaurus



# Growth Mindset:

RECOGNIZE THE  
VOICE

OWN THE CHOICE



My name is Mrs. Maichin. I will be your Resource Room teacher this year. I am so excited to share the journey of this coming school year with you. This year brings us all so many opportunities to grow and learn. We are all being challenged to have high expectations for ourselves. As your Resource Room teacher, I will expect you to set goals for yourself and work very hard to reach them. I promise to set high goals for myself as well.

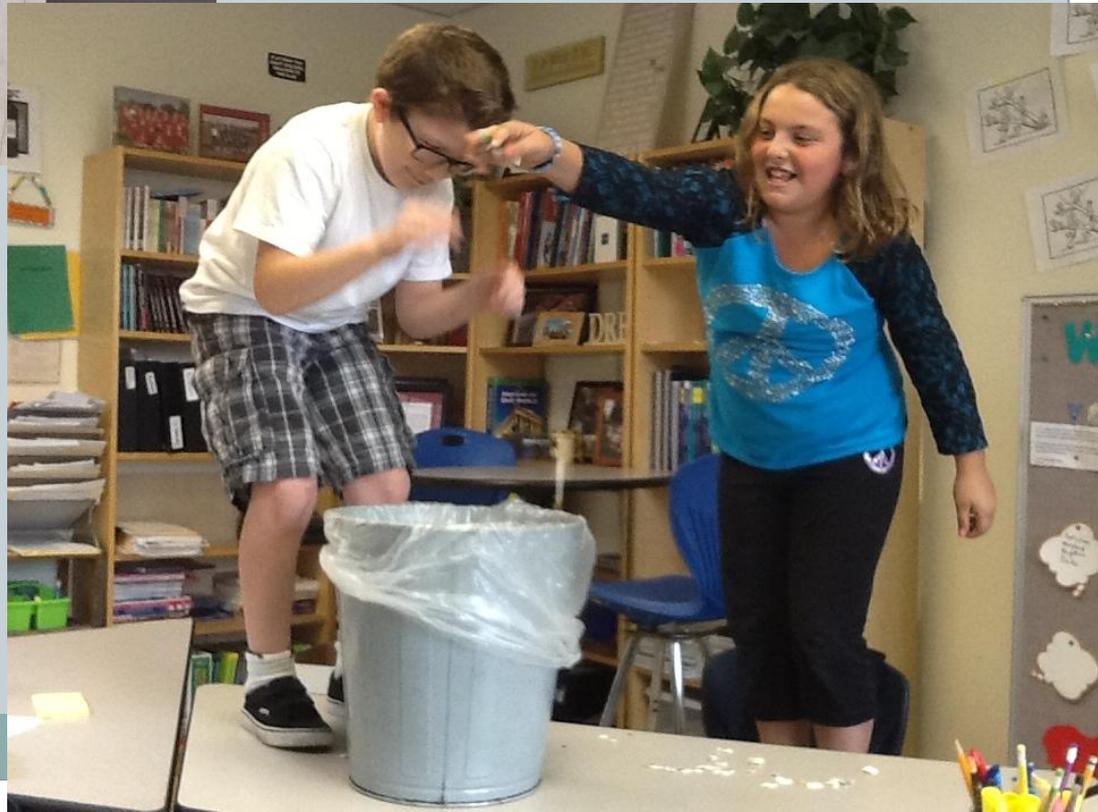
Goals can be scary and sometimes frustrating. It is not an expert at something that you aren't yet an expert at. Remember that the only way to learn and grow is to **really, really** hard at it...

**YES! I SAID IT!**

**I WANT YOU TO MAKE A LOT OF MISTAKES!!!**

Do not be afraid to try something because you think you won't be good at it. Chances are, **YOU WON'T! AND THAT IS GOOD!** In order to be successful, you will need to make mistakes and learn from them. Easy is boring. Effort is what makes you smart. Even scientists say so.

Enclosed in this envelope is a symbol of your ticket to success. Yes, it is an eraser! Keep this eraser and use it as a reminder to **ACCEPT CHALLENGES**, to **MAKE MISTAKES**, and to **LEARN** from those mistakes. Most importantly, I want you to promise yourself that when things get difficult, you will **KEEP TRYING**. When it gets tough, I promise to help you along the way.



**Date:** January 19, 2013, 8:16:10 PM EST

**To:** Jennifer Maichin <[jmaichin@mineola.k12.ny.us](mailto:jmaichin@mineola.k12.ny.us)>, Courtney Zaleski <[czaleski@mineola.k12.ny.us](mailto:czaleski@mineola.k12.ny.us)>

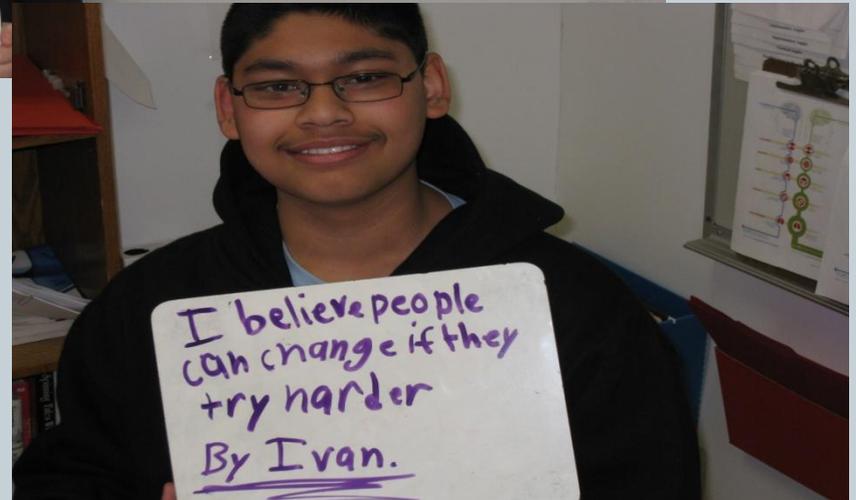
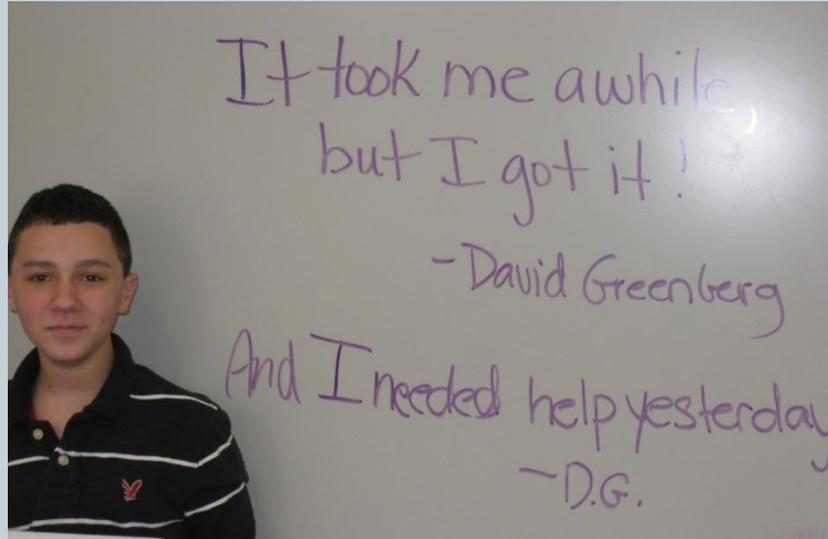
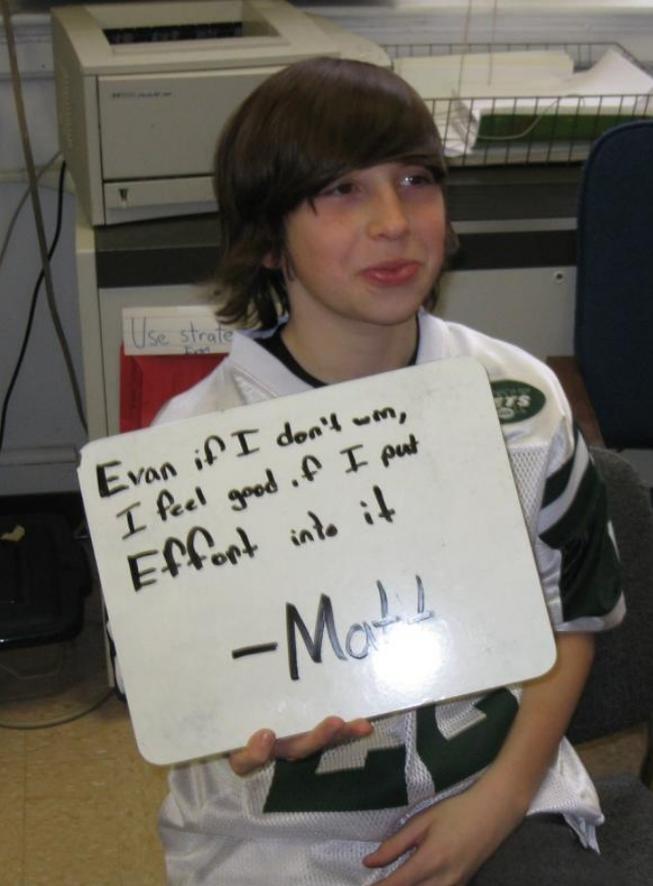
**Subject:** Hi it's Matteo

Dear Mrs. Maichin and Mrs. Zaleski,

Hi it's been so long since we have last talked, and I wanted to talk about something you taught me last year that I will never forget. I have three midterms coming up this week, algebra and american history back to back and science on Friday. I have been struggling in math and it is really tough for me. However, I am working really hard in math and all my other subjects. But in particular I have been putting in 110% in math. I am doing everything I can to be proficient on this midterm. I tried but I have failed my last two test but I went to extra help, worked it out and now I am ready to take this midterm and do well on it. "Effort only fully releases it's reward when a person refuses to quit". I didn't give up. I put in effort and keep putting in effort and I am working hard. I know I struggle but thats ok. I persevered and that's what you guys taught me. Last year you gave me the inspiration to never give up and keep trying no matter what. I am thinking of you both while I am preparing for these test and I won't let my test anxiety get in my way. I will visit you soon. I hope you are having a great year!

From,

Matteo Itri



# What about YOUR mindset?



***“The most effective teachers spend a career meticulously cultivating their appreciation for children not so easy for them to automatically embrace, while continuing to draw energy from those students whom they more automatically find delight.”***

**– Carol Ann Tomlinson**

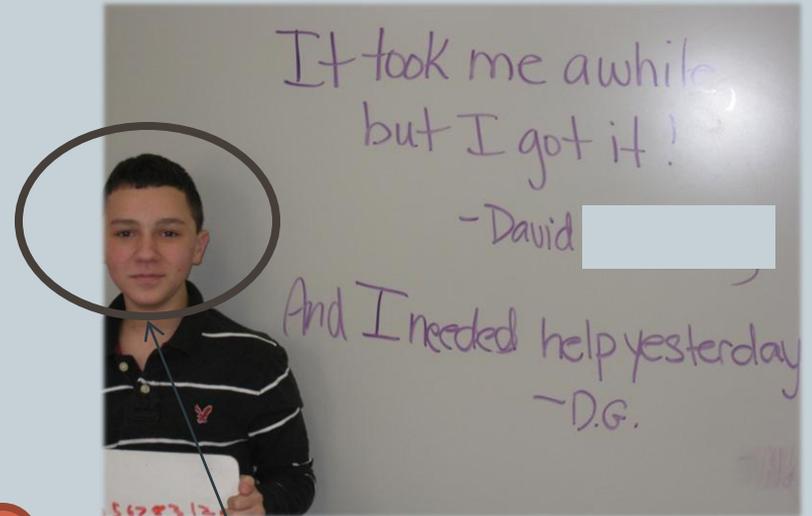
# Challenges, Setbacks, and *Criticism*

You are expected to implement the Common Core Curriculum with little to no professional development.

**Challenges  
we may  
face**

Your students do not have the prerequisite skills necessary to be successful in the curriculum you are being asked to teach.

You just can't seem to connect with a student, in fact, you don't even like him!



# Challenges, *Setbacks*, and *Criticism*

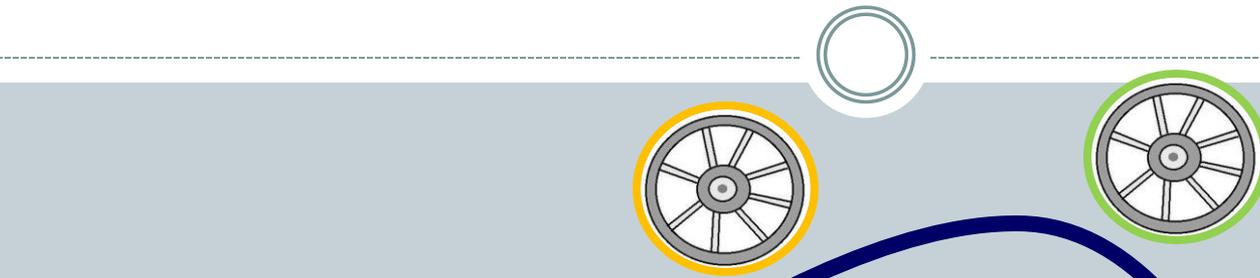
**You have worked all week on your observation lesson, but the administrator who is supposed to observe you does not show up.**

**You are really proud of the way you have developed your curriculum, but the following year you are slotted to teach an entirely new grade and/or subject.**

**An ELL student is making progress in your class, (the consistency is working), then she leaves for a 1 month trip to El Salvador (in March). She returns showing significant regression.**

**You have really been making progress with a difficult student. Today.....not so much.**

# Consistency and Time



The Fixed Mindset

The Growth Mindset

WHAT are **YOU** going to do about it?

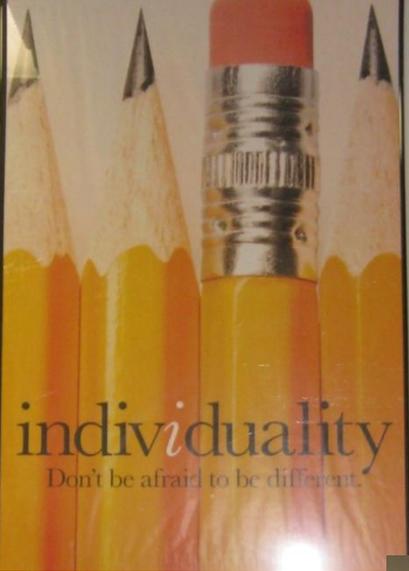
Stop  
complaining.

**Take on the challenge wholeheartedly.**

**Learn from setbacks and try again.**

**Hear criticism and act on it.**

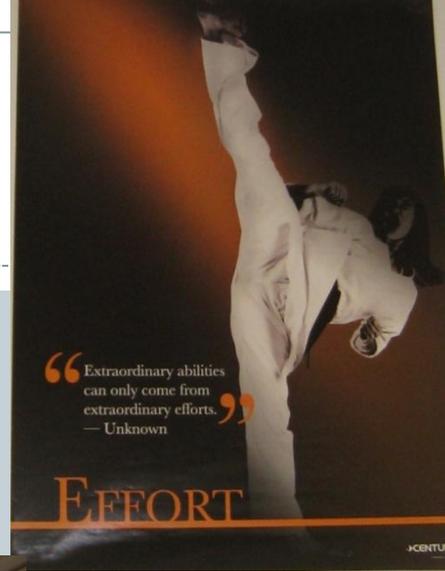
**IT IS NOW IN YOUR  
HANDS**



# Their Deepest Fear



(or is it yours?)



Let's make  
better mistakes  
tomorrow.

Go forth  
and set  
the world  
on fire.

-St. Ignatius Loyola



# Credits

- Dweck, Carol. *Mindset: The New Psychology of Success*.
- Gladwell, Malcom. *“The Talent Myth”*.
- Richard, Michael. *“Fixed Mindset or Growth Mindset, Which one are you?”*.
- Padilla, Michael J. (2000). *Science explorer: Environmental science*. Needham, Massachusetts: Prentice Hall.