



Articulate Gebruikersdag 20 november 2014

Mindset matters!

Tamara Hoogerwaard
Savant Learning Partners

tamara@savant.nu



@19th89



Carol Dweck

You must be smart at this
VS.
You must have worked really hard



Fixed



Growth

Fixed mindset: de symptomen

- Intelligentie en talent ligt vast
- Inspanning is een teken van onbekwaamheid
- Bewijsdrang: *Will I succeed or fail?*
- Fouten verhullen en defensieve reactie op feedback

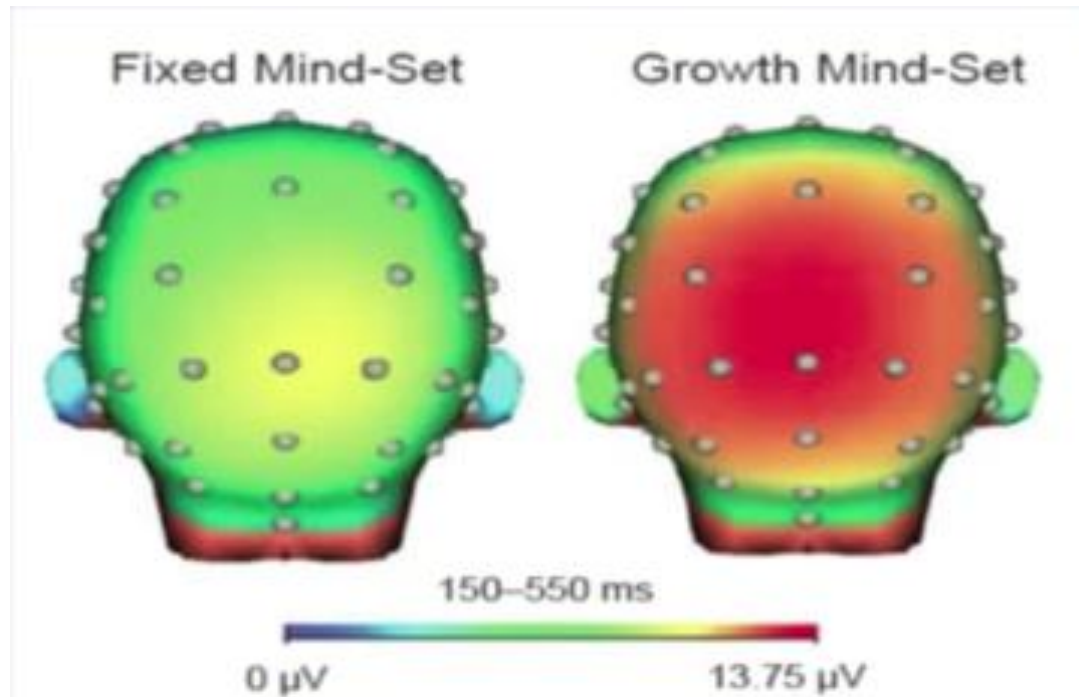


Growth mindset: de symptomen

- Passie voor leren ipv honger naar erkenning
- Falen: niet opgeven maar andere wegen bewandelen of harder werken om doel te bereiken.
- Negatieve feedback bevat waardevolle input
- The power of yet



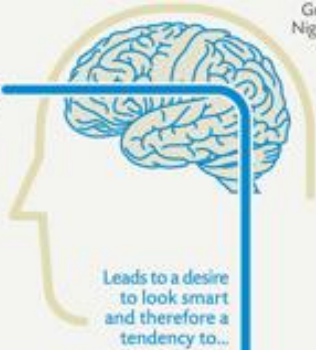
Reactie van ons brein op fouten



- Onderzoek van Moser, Schroder, Heeter, Moran & Lee, 2011

Fixed Mindset

Intelligence is static



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

CHALLENGES

...avoid challenges



OBSTACLES

...give up easily



EFFORT

...see effort as fruitless or worse



CRITICISM

...ignore useful negative feedback



SUCCESS OF OTHERS

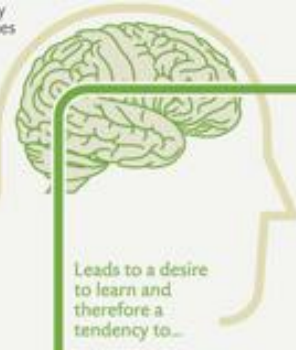
...feel threatened by the success of others



As a result, they may plateau early and achieve less than their full potential.
All this confirms a **deterministic view of the world.**

Growth Mindset

Intelligence can be developed



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



...embrace challenges



...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 ever-higher levels of achievement.
All this gives them a **greater sense of free will.**

Changing Our Mindset

Carol Dweck, world-renowned Stanford University psychologist, talks about the power of our mindset or our beliefs (especially around challenge). We can either have a Fixed Mindset where we let failure (or even success) define who we are, or a Growth Mindset where we see setbacks as opportunities to grow and improve ourselves. Just like how we learned how to walk... there are many stumbles along the way, but to reach our potential and live the life we desire, it takes practice and perseverance. We always have a choice about which view we adopt for ourselves... and it's never too late to change. What's your view?

It's up to you!



FIXED MINDSET

Belief that my intelligence, personality and character are carved in stone; my potential is determined at birth



GROWTH MINDSET

Belief that my intelligence, personality and character can be developed! A person's true potential is unknown (and unknowable).

DESIRE	Look smart in every situation and prove myself over and over again. Never fail!!	Stretch myself, take risks and learn. Bring on the challenges!
EVALUATION OF SITUATIONS	Will I succeed or fail? Will I look smart or dumb?	Will this allow me to grow? Will this help me overcome some of my challenges?
DEALING WITH SETBACKS	"I'm a failure" (identity) "I'm an idiot"	"I failed" (action) "I'll try harder next time"
CHALLENGES	Avoid challenges, get defensive or give up easily.	Embrace challenges, persist in the face of setbacks.
EFFORT	Why bother? It's not going to change anything.	Growth and learning require effort.
CRITICISM	Ignore constructive criticism.	Learn from criticism. How can I improve?
SUCCESS OF OTHERS	Feel threatened by the success of others. If you succeed, then I fail.	Finds lessons & inspiration in other people's success.
RESULT ...	Plateau early, achieve less than my full potential.	Reach ever-higher levels of achievement.

Aanbevelingen

- Dont praise talent and ability, but praise the process
- Mistakes are just mis-takes. Be willing to make them!

Kom maar op de proppen!

- Hoe kunnen in e-learning rekening houden met een mindset?
- Wat moeten we wel of juist niet doen?



Appelleert e-learning aan een growth mindset?

- Positie van falen
- Vooruitgang tonen in plaats van score
- Gerichte feedback
- Ruimte voor uitproberen
- Uitdaging stimuleren
- Leren van anderen



Tot slot

Wist je dat?

Fixed en growth mindset is ook toepasbaar in andere contexten dan leren, bijv. sport, relaties

Meer weten?

Op internet staan veel filmpjes van Carol Dweck of bekijk haar boek

Dank voor jullie aandacht!
Zijn er vragen?

tamara@savant.nu

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06-39115181

