



EXPLORING THE POWER OF A GROWTH

# MINDSET



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[plural] 1 serious st- / n [U] also

discover new facts new ideas

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# RESEARCH

YOU'RE REALLY SMART

YOU WORK HARD

70% CHOSE THE **EASIER** TEST

UP TO 90% CHOSE THE **HARDER** TEST

FRUSTRATED  
**GAVE UP**  
**DID NOT TAKE THE WORK HOME**

**WORKED FOR LONGER**  
& ENJOYED CHALLENGE  
TOOK THE WORK HOME

MARKS **DROPPED**

MARKS **INCREASED**



AS SOON AS STUDENTS BECOME  
ABLE TO EVALUATE THEMSELVES,  
SOME OF THEM BECOME **AFRAID**  
**OF CHALLENGE**

IT'S BREATHTAKING HOW MANY  
PEOPLE **REJECT THE OPPORTUNITY**  
**TO LEARN**

IT'S AS THOUGH **THEY BECOME**  
**AFRAID NOT BEING SMART**



CAROL DWECK



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# RESEARCH

YOU'RE REALLY SMART

70% CHOSE THE **EASIER** TEST

**THEY LIE**  
FRUSTRATED  
DIDN'T TAKE THE WORK HOME  
MARKS **DROPPED** BY 20%

YOU WORK HARD

UP TO 90% CHOSE THE **HARDER** TEST

**WORKED FOR LONGER**  
& ENJOYED CHALLENGE  
TOOK THE WORK HOME  
MARKS **INCREASED** BY 30%







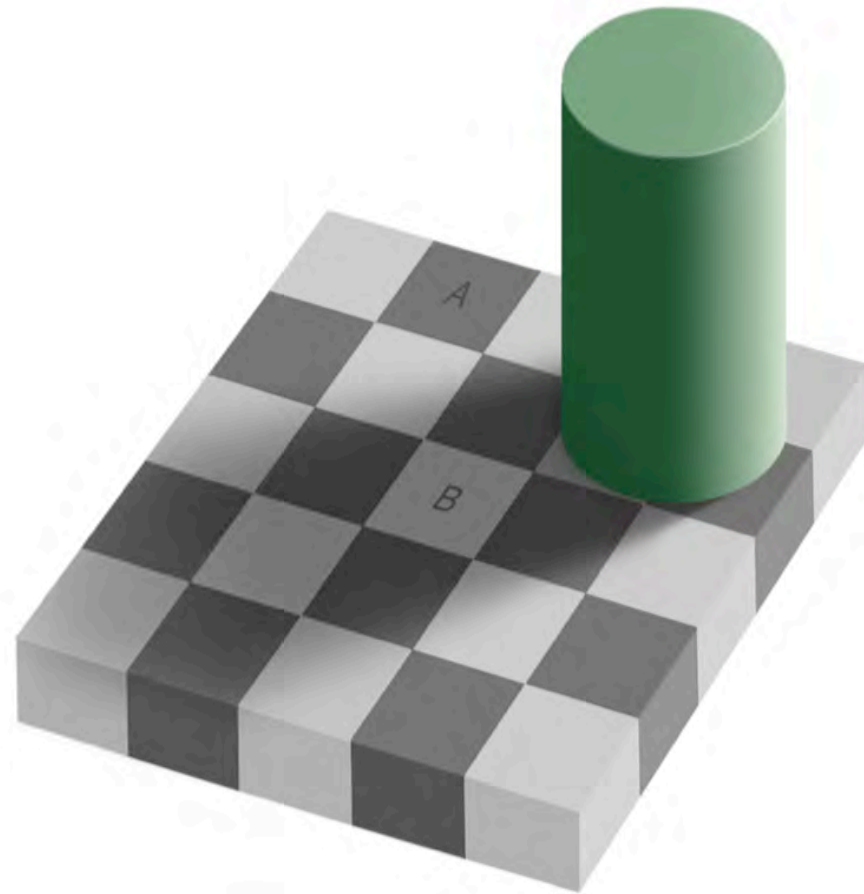
# FIXED OR GROWTH MINDSET



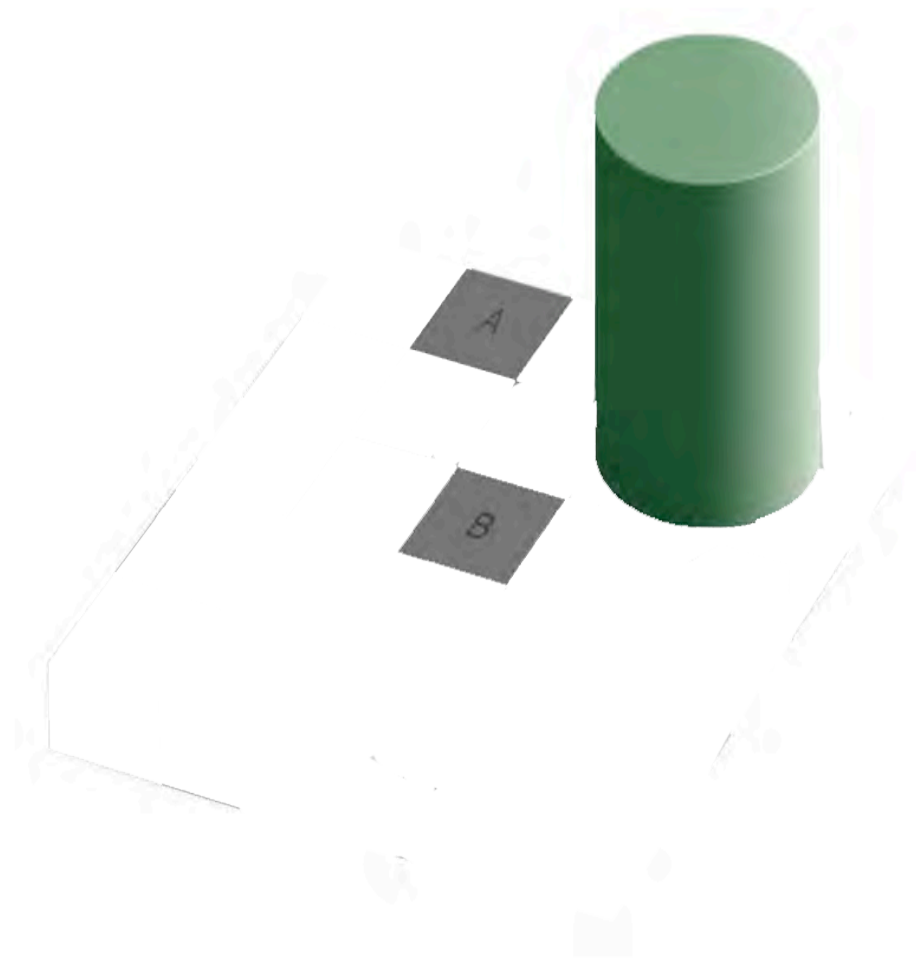
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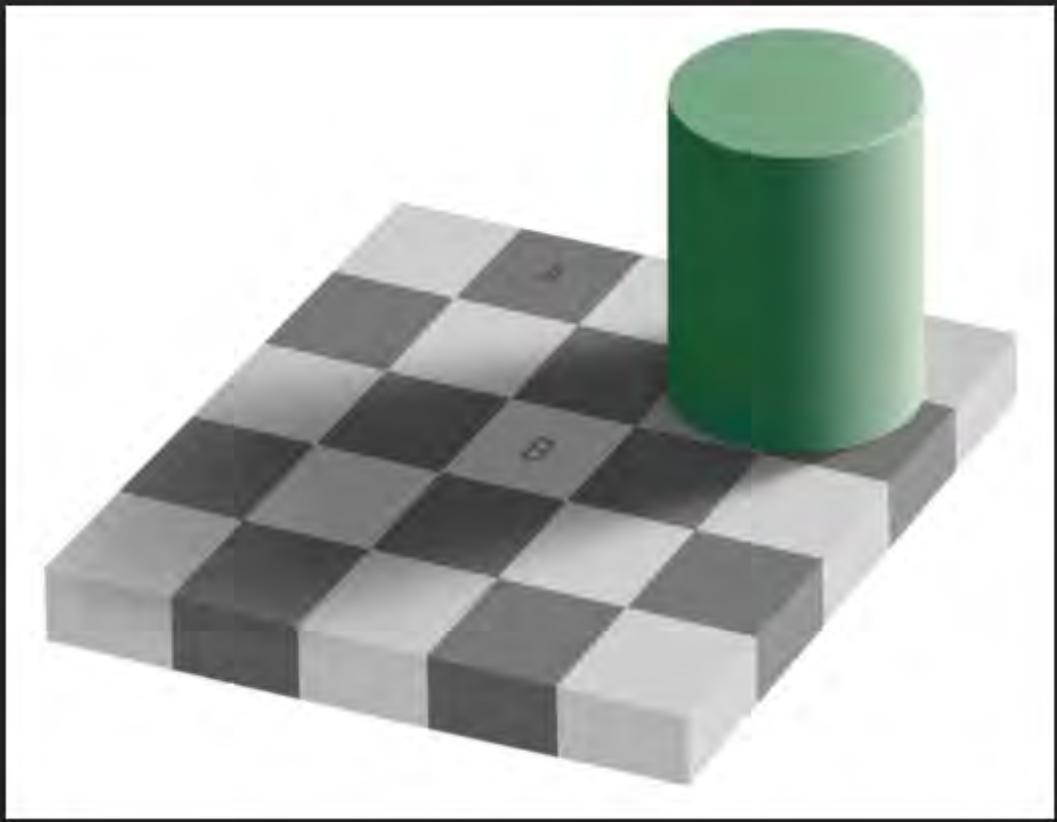
# WHAT DO YOU SEE?



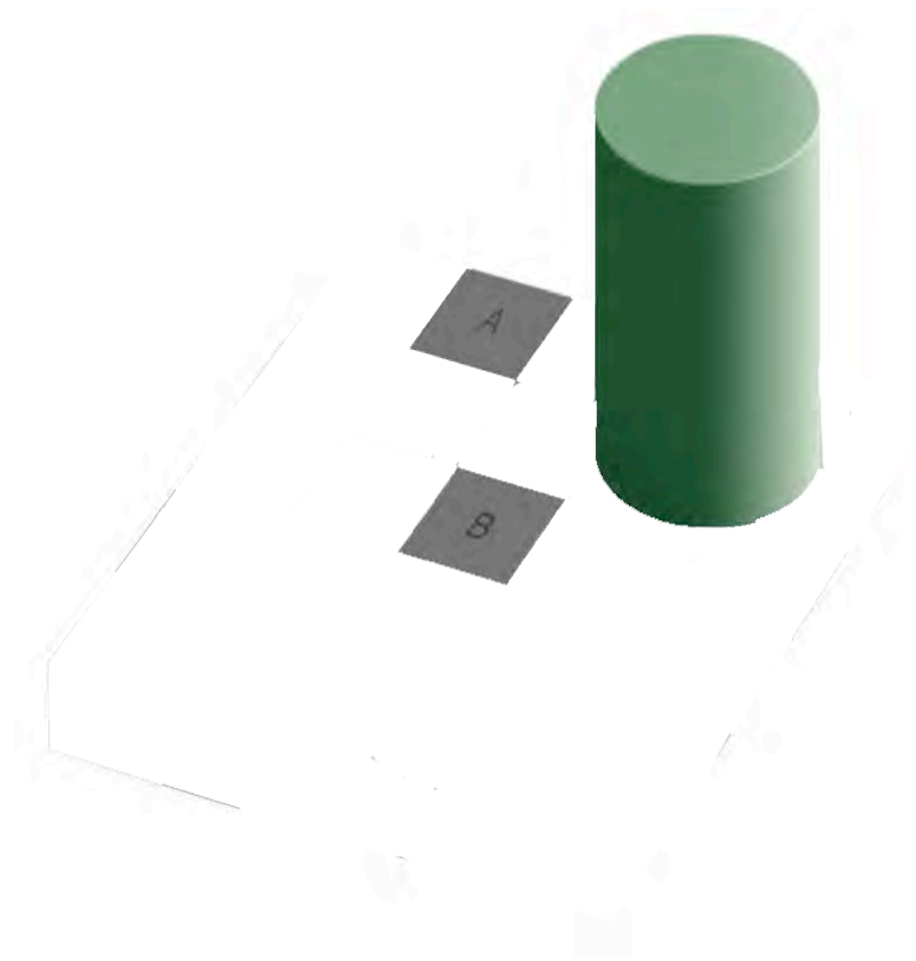
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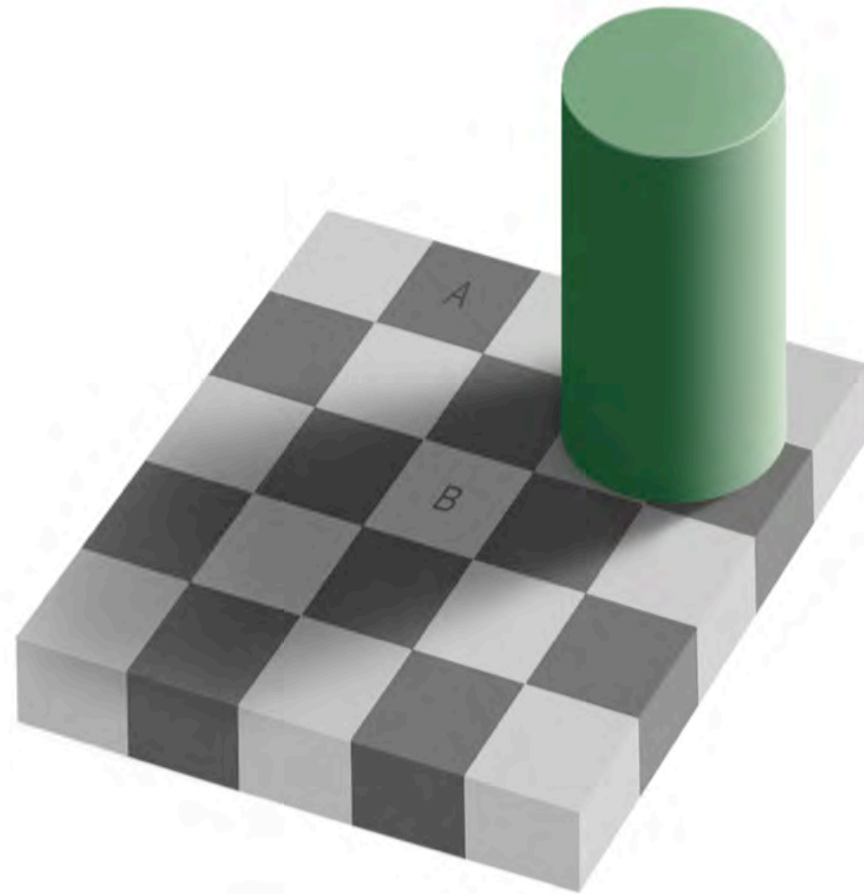




# WHAT DO YOU SEE?



# WHAT DO YOU SEE?



# PRAISE

"YOU'RE A NATURAL!"

"IF I NEED TO STUDY THEN MAYBE I'M NOT THAT SMART."

"THAT'S GREAT! YOU DIDN'T MAKE ANY MISTAKES!"

"MISTAKES ARE BAD."

"WOW YOU LEARNED THAT FAST! YOU'RE SO SMART!"

"IF I DON'T LEARN QUICKLY, I'M NOT SMART."



# BE SPECIFIC

I LOVE YOUR USE OF PERSPECTIVE



## FOCUS ON EFFORT

YOU MUST HAVE WORKED HARD TO GET SO MANY RIGHT



# FIXED MINDSET

## TENDS TO:

AVOID CHALLENGE

GIVE UP EASILY

DISLIKE THE NEED FOR EFFORT

IGNORE USEFUL FEEDBACK/CRITICISM

FEEL THREATENED BY THE SUCCESS OF OTHERS





# GROWTH MINDSET

## TENDS TO:

SEEK OUT & EMBRACE CHALLENGE

PERSIST IN THE FACE OF SETBACKS

REVELS IN THE STRUGGLE

LEARNS FROM FEEDBACK & CRITICISM

IS INSPIRED BY THE SUCCESS OF OTHERS



# WHAT ABOUT YOU?



# WHAT ABOUT YOU?

HMM... RATHER NOT...

BRING IT ON!



Challenge



Setbacks



Effort



Feedback



Others' Success



# MEET JOHN

52

LOST AN EYE

80 CIGARETTES A DAY

HEAVY DRINKER

SEVERE HEART ATTACK



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# MEET JOHN

77

403 MARATHONS

RAN THE LENGTH OF THE  
BERLIN WALL (156KMS)

OLDEST PERSON TO RUN  
10 MARATHONS IN 10 DAYS



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THE POWER OF  
**YET**





WHAT DID YOU LEARN ABOUT YOURSELF AT

**SCHOOL?**





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IF YOU WRITE CAREFUL DIAGNOSTIC COMMENTS  
ON A STUDENT'S PIECE OF WORK

AND THEN ATTACH A GRADE...

YOU ARE **WASTING** YOUR TIME

- DYLAN WILIAM



In one instance, parents demanded marks be altered when two students received different sets of marks after they both allegedly plagiarised an essay wholly written by the same tutor.



# MORE USEFUL FEEDBACK

3 WAYS TO IMPROVE

YOU CAN'T DO THIS YET

YOU'RE STRUGGLING AT THE MOMENT



# A CULTURE OF MORE USEFUL FEEDBACK





**E**

EXPEDITIONARY  
LEARNING



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WHAT CAN WE LEARN FROM  
A BUNCH OF PRIMARY SCHOOL KIDS?



# DEVELOPING A CULTURE

EXPLORE THIS IN YOUR OWN CONTEXT

INFORMAL EVERYDAY INTERACTIONS

TEACHING | ASSESSMENT | FEEDBACK

COMMUNITY DIALOGUE

SYSTEMIC SHIFTS



# TALK MORE



FACEBOOK.COM/DAN.I.HAESLER



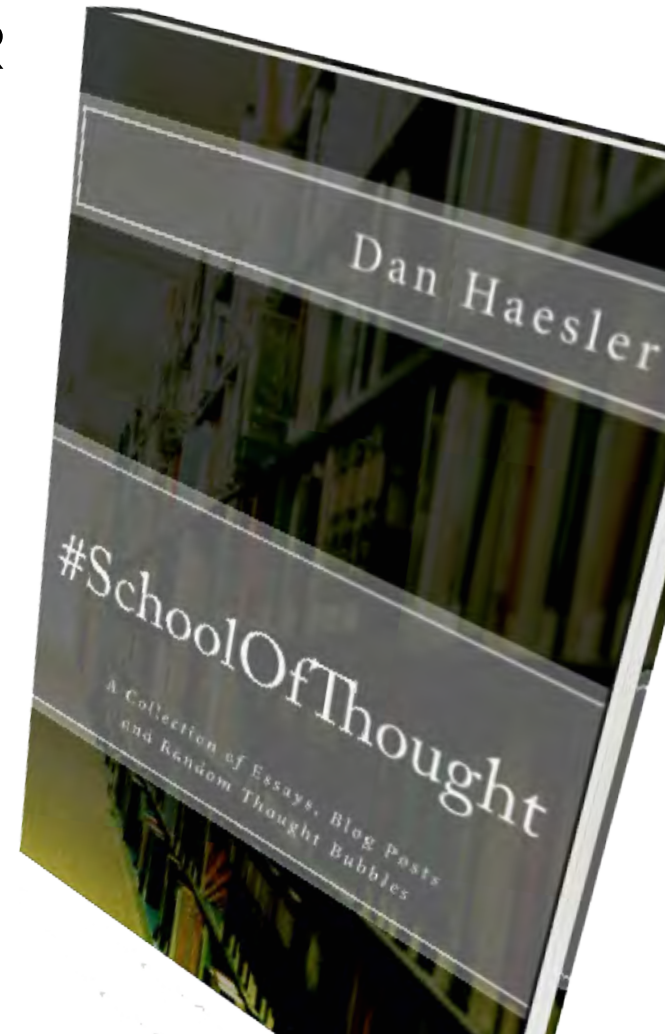
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