



# Enhancing Growth Mindset to Improve Motivation and Achievement



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# Fixed Mindset

- All skills are fixed
- Cannot develop talent, skills, or intelligence
- Always proving that you have skills
  - Everything is an evaluation
- Effort and failure are aversive

# Growth Mindset

- Talents, skills, intelligence can be Cultivated
- Effort = Growth
- Innate skills do not account for much
- Practice is necessary to achieve
- Pushing yourself is necessary to achieve

It Is Easy To Fall  
Into A Fixed  
Mindset  
Because Our  
Society Values  
Effortlessness...

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Edison

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Michelangelo

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Elon Musk

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Emily Blunt

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Venus and Serena Williams

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Michelle Obama

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Greta Thunberg

And a Fast  
Pace

- Quick Completion = Bright
- Slow Completion = Not Bright

## The Trouble with a Fixed Mindset

- Decreased Effort
- Fear of Failure
- Strong negative reactions to slight hiccups
- Strong negative reactions to effort
- Low Frustration Tolerance
- Fragile Self-Esteem

## Benefits of Growth Mindset

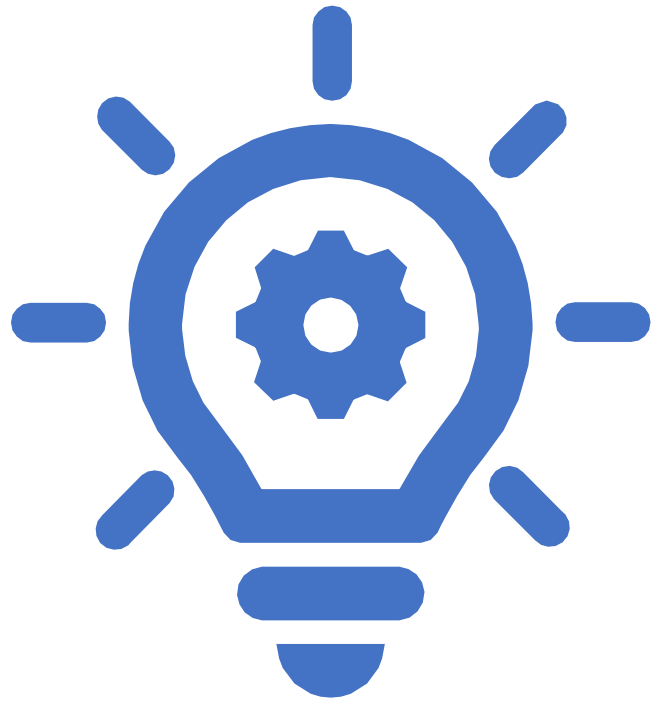
- Willingness to try
- Resiliency in difficult situations
- Perseverance in times of struggle
- An appreciation for problem-solving
- An appreciation for practice
- Increased frustration tolerance
- Improved emotion regulation
- Relatively stable self-esteem

# The Growth Mindset Movement in Education

- In school, this means....
  - Inspirational quotes on the wall
  - Some teachers reviewing with their students how brains grow through mistakes and problem-solving
  - Reinforcing effort instead of grades
- Without intervention and a shift in the school/home:
  - The percent of children with fixed mindset increases in each grade

*If this is as far as it goes, this can easily become “False Growth Mindset”*





*We need to ACTUALLY have a growth mindset in order to help cultivate it in our children/students*

*Value the PROCESS of learning, not the product*

*Setbacks will occur*

# A Note of Caution About Growth Mindset

- There are things out of a child's control
  - SES
  - Resources
  - Stereotypes and Cultural Insensitivity
- Words don't matter if actions tell a different story
  - “False Growth Mindset”

However,  
Growth Mindset  
can be beneficial  
to all...

Stereotypes and low expectations are easily triggered

Growth Mindset Success =  
Innate talent accounts for little,  
Hard work accounts for a lot

Growth Mindset combats limiting thoughts and stereotypes because you are in charge of your success

# Parents Of Children Who Struggle Are Very Familiar With Growth Mindset....You Just May Not Realize It

- For many of us:
  - “Yet” is already our favorite qualifier
  - Differences and growth are familiar territories
  - Look for ways to help our child make progress
  - Already focus on progress instead of comparing to others
- *Growth Mindset is not sunshine, roses, and cute catchphrases; it is KNOWING that learning and success require hard work and helping our children develop the resilience and perseverance to push through!*

# Push Ourselves to Change Our Mindset

- Monitor our own self-statements and reframe towards growth
- Value improvement
- Make statements and behave in ways that demonstrate a value of hard work and making mistakes
  - “You went through that fast - that must have been too easy. We need to try something a little harder”
- ***Be realistic about current levels, set high expectations, and facilitate the bridge between current level and the expectation***
- Let go of scores/achievements and keep the process and end goal in mind



# Parenting from a Growth Mindset

- Give Feedback-Oriented Praise
  - Effort Praise
  - Strategy Praise
  - Persistence Praise
- Move from Labeling to Acknowledging and Promoting
- When Success Occurs, Ask About and Reinforce the Process
- When Failure Occurs, Ask About and Reinforce the Process
- Provide and reference basic neuroscience on learning
- Allow opportunities to develop resilience and perseverance (don't fear failure). Discuss the importance of these skills



# Parenting from a Growth Mindset

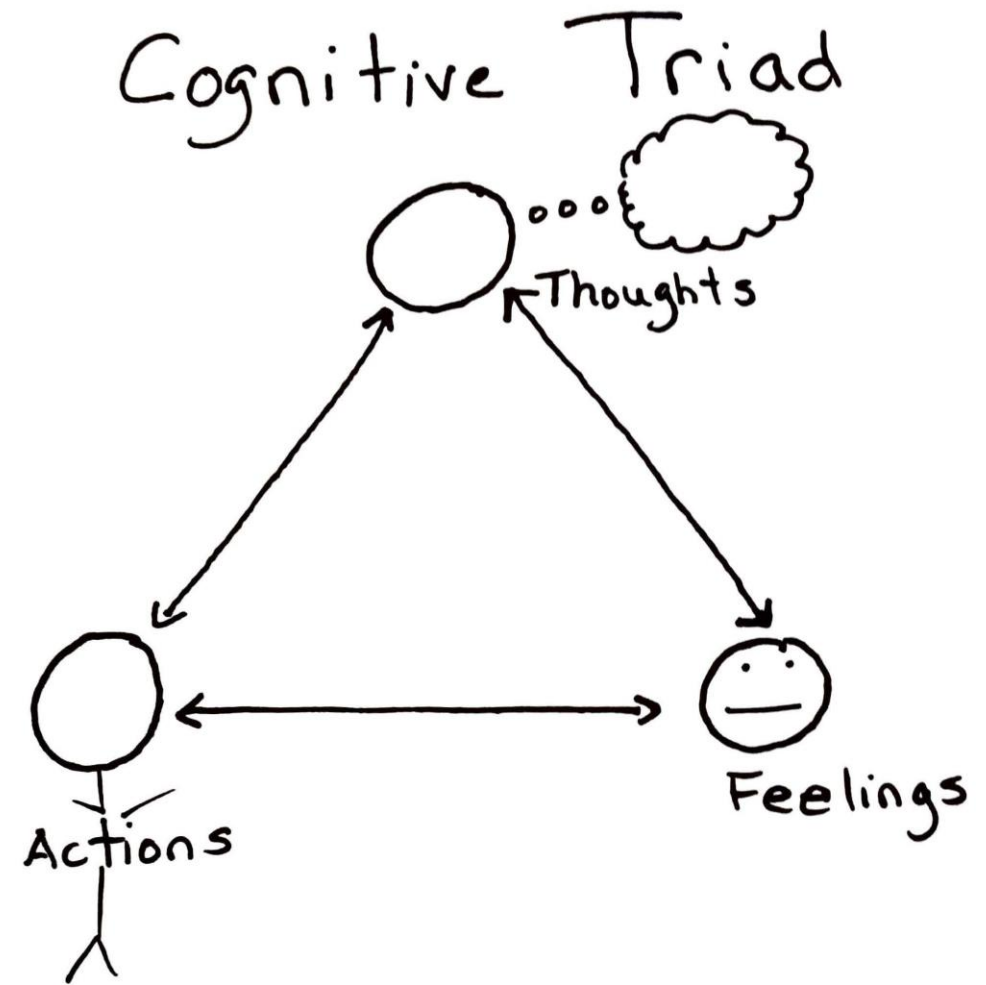
- Set goals (short-term and long-term) that are motivating to your child
- Convey that “there is no test”
- Teach your child to advocate for their needs
- Be careful about “too much” support
- Teach and model asking for help
- Maintain the change



# CBT and Growth Mindset

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*Mindset colors and  
shapes thoughts*

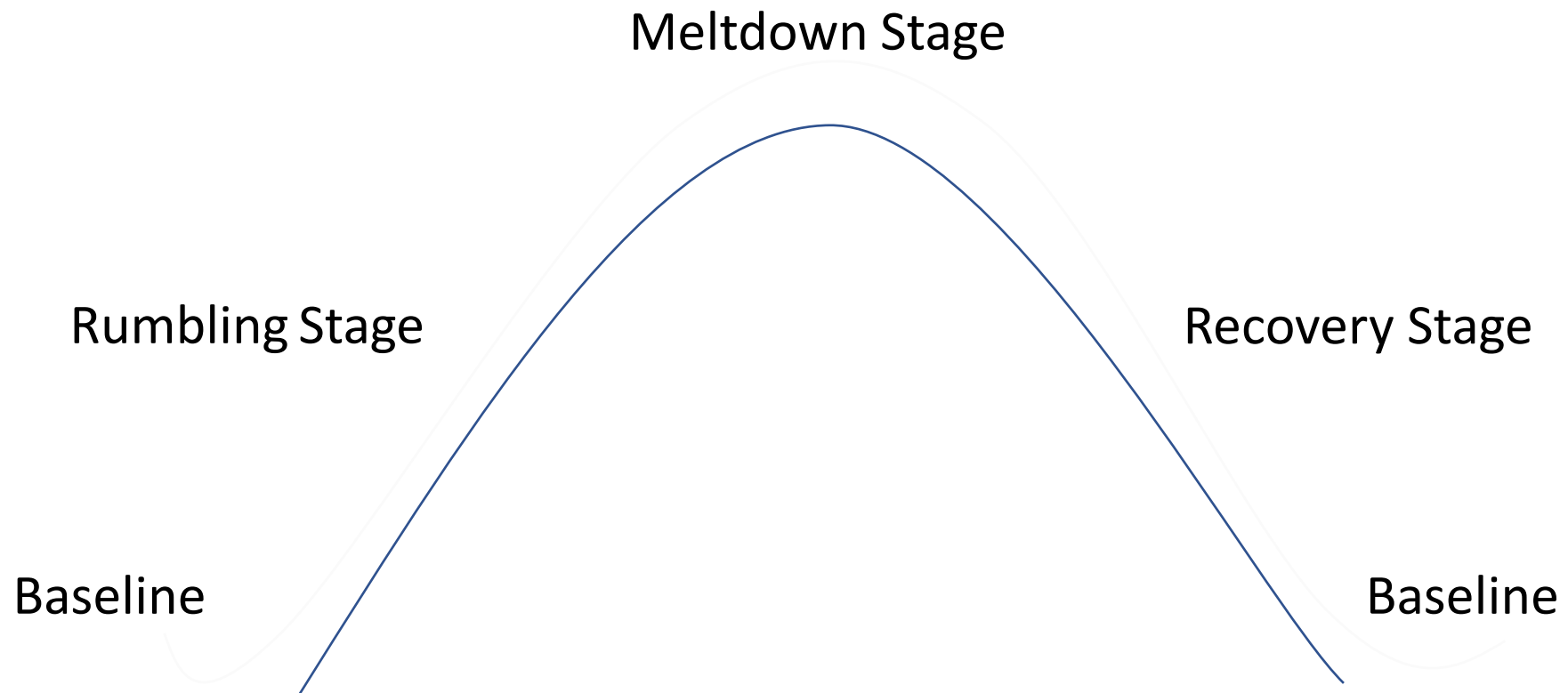




## What is a Coping Skill?

- *Behaviors, thoughts, and emotions used to adjust to life changes*
- Broken into categories:
  - Problem-Focused
  - Emotion-Focused
  - Appraisal-Focused

# Meltdown Cycle



# Emotion-Focused Coping Tools to Develop

- Mindfulness
  - Three Breaths
  - Breath Through Your Feet
- Self-Soothing
  - Mints/Lollipops
  - Fidgets
  - Taking a specific break for a specified time
  - Playing with a preferred toy for a set amount of time

# Activities

- Be “Sneaky”
  - Read books, watch shows, listen to songs that have growth mindset, resiliency, perseverance, emotion regulation themes
- Map new skills on a “Brain Map” to encourage growth
- Set goals with your child and identify steps to meet that goal
- Keep an eye out for opportunities to encourage and model resilience, hard work, and perseverance with our children
- Engage in activities that are just outside of your child’s comfort/skill zone and provide feedback-oriented praise
- Build Coping Skills



## *Growth Mindset Oriented Quotes for Parenting*

*“Yet”* – Everyone, everywhere...but coined by Carol Dweck

*“...[E]veryone can grow and develop; potential is nurtured, not predetermined”* – Microsoft CEO Satya Nadella

*“Comparison is the thief of joy”* – Theodore Roosevelt

*“Remember the oak tree inside the acorn”* – not sure who said this

*“The impediment to action advances action. What is standing in the way becomes the way.”* – Marcus Aurelius

*“Learning isn’t a way of reaching one’s potential, but rather a way of developing it.”* – Anders Ericsson

*“You may have to fight a battle more than once to win it”* – Margaret Thatcher