



PINPOINT



Even in the growth mindset, failure can be a painful experience. But it doesn't define you.

Carol Dweck

What is mindset?

Carol Dweck found over several decades of research that people adopt either of two very different views about their abilities.

Some believe that they are born with a set of fixed abilities, including intelligence. Others believe abilities are not fixed in that way. Personal attributes and intelligence can be improved through effort.

These are the two mindsets — fixed or growth — that directly affect how peoples' lives turn out.

Explaining success

Robert Marzano identified four perceived causes of success held by students.

- Luck
- Ability
- Teachers
- Effort.

Selecting any cause other than **effort** is a sign of a fixed mindset. This view of the world is consistent with not taking personal responsibility for one's learning.

The impact on learning

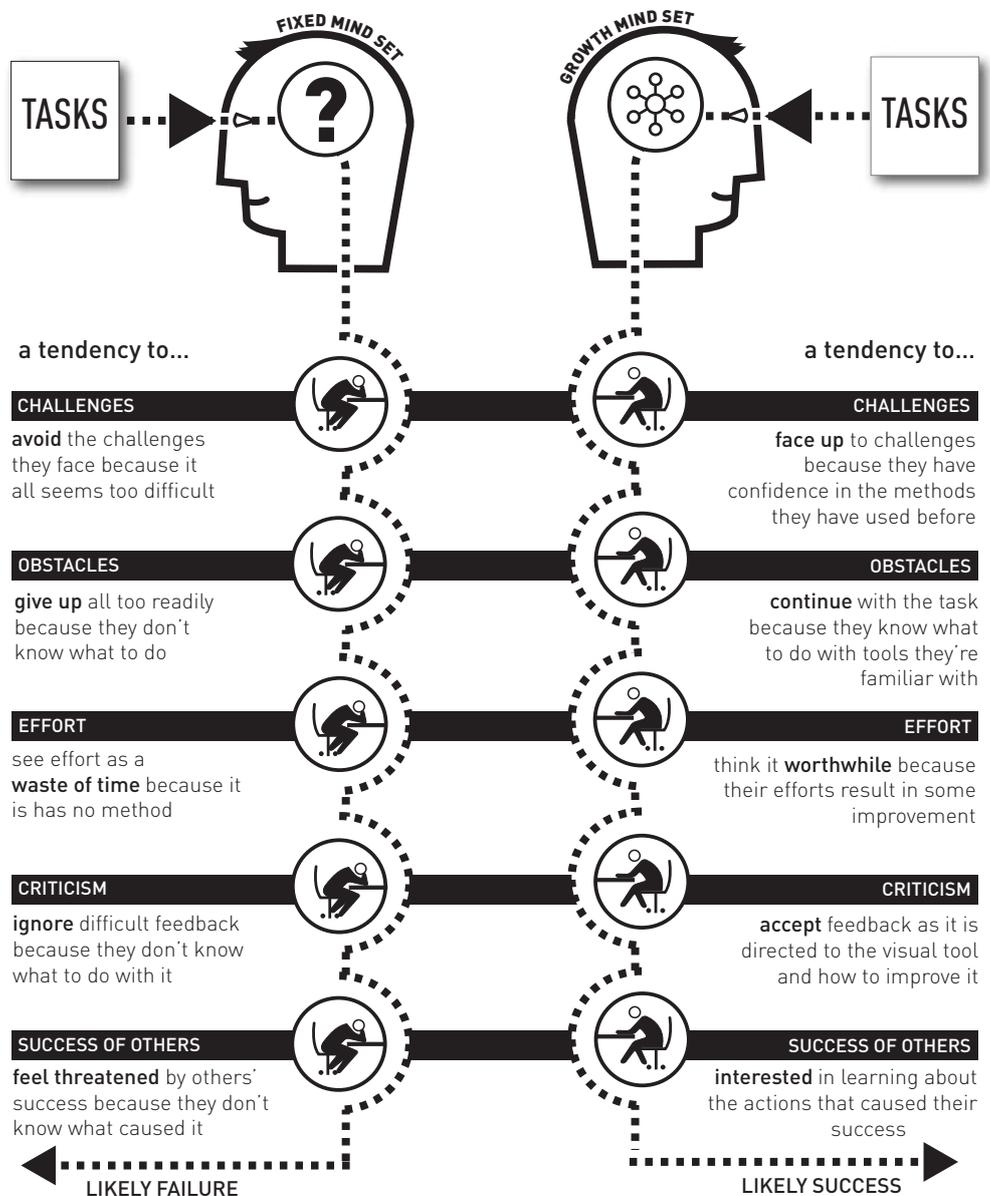
Students with a fixed mindset tend to be more interested in performance and its praise, than with learning for its own sake.

They are performance-oriented rather than mastery-oriented. They hate making errors and avoid any feedback.

In contrast growth mindset is characterised by a desire for growth over success. And a hunger for feedback.

What are the implications of these two mindsets?

The graphic below summarises Dweck's findings about the two different mindsets.



REFERENCES

Dweck, C. (2010) Mindset, Penguin, London

Marzano, R.J. et al (2001) Classroom Instruction that Works. ASCD, USA