

5 COMMITMENTS OF GROWTH MINDSET

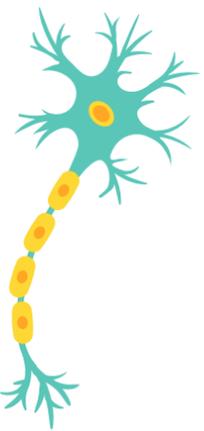
ASK NOT WHAT TO DO DIFFERENTLY, BUT HOW TO SEE DIFFERENTLY



If there's someone you want to influence or inspire to change the choices they're making, you don't need to give them more things to do in order to change. You need to help them see something new when they look in the mirror. You can be a mirror enough times to reflect a more complete image of them until they can see themselves more clearly on their own.

That will require you to look for what is powerful and strong about them: one way to do this is to figure out how they can use a wound, or a source of shame or frustration - as something they can tap into to help someone else's life feel a bit better.

EXPERIMENT. EXPERIMENT. EXPERIMENT



People can smell authenticity a mile away.

If you are asking people to be more brave and make mistakes and push themselves to learn, are you?

Become a beginner again - in anything - and feel what it feels like to be self-conscious, to fumble and be awkward and vulnerable. Notice how it feels, and what you need to say to yourself to get through it. Then when you talk to people about growth mindset, they'll feel your sincerity.

INDIVIDUATE



Research shows that the more we get people to think about what makes them unique and different, the more we protect them from stereotypes and labels that can hurt their performance. The more we talk about individuals and their unique stories, the more our brain interprets their skills and abilities as being caused by things that are developed, rather than fixed traits.

This helps us inspire others to try new behaviors, because it moves US away from the thought pattern of 'that's just who they are', and helps them see beyond the idea that 'there's no point because I'm just not capable of change'.

TEACH THE SCIENCE.



Stop being intimidated or 'judgmental' about science. Research shows that when people learn the science of how the brain learns, it helps cultivate a growth mindset.

If you feel resistant about it, it's because you're confusing science with 'reductionism' or some other narrow-minded idea about science. Science is a way of looking at the world with a hunger for newer views of reality, rather than just accepting an explanation that's been passed onto us, or not allowing ourselves to be curious and surprised, and have our minds changed.

DON'T JUST FOCUS ON THE 'POSITIVE'



You'll touch more hearts and minds when you acknowledge that most of us have learned really messed up ideas about intelligence, learning, 'goodness'. We don't need to get into all the details, but at least acknowledge we weren't born with negative self-talk: babies don't doubt their power and abilities when they're learning to crawl and talk and walk. Negative opinions and ideas about us come from absorbing what's around us. Explicitly talking about this helps us understand that the negative voice we hear isn't 'innate'... it was learned. Which means we can 'unlearn' it.

LEARN MORE AT STEFANIEFAYEFRANK.COM

+ Listen to the podcast and get the growth mindset booklet