**Content of the Training Fiche**

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**Training course**

|  |  |  |
| --- | --- | --- |
| **Title** | *Growth Mindset* | |
| **Area** | |  |  | | --- | --- | | Technical and 3D drawing |  | | Business management and entrepreneurship |  | | Social Media Management |  | | Self-awareness and self-efficacy & Critical Thinking and growth mindset | X | | |
| **Keywords (meta tag)** | entrepreneurial mindset, positive psychology, worldview; globalisation; strategy; lifelong learning, fixed mindset, | |
| **Provided by** | Elderberry | |
| **Language** | English | |
| **Description** | The definition of growth mindset is much simpler than it sounds. In a nutshell, it is the belief that skills and intelligence can be improved with effort and persistence. People with a growth mindset embrace challenges, stay resilient in the face of difficulties, learn from constructive criticism, and seek out inspiration in others’ success | |
| **Contents arranged in 3 levels** | | |
| **Module: Growth Mindset**  **Unit 1: What is Growth Mindset** Section 1.1: What is a growth mindset? A mindset is the series of beliefs people hold about themselves, their self-perception. A growth mindset is a belief that you can develop your skills and talents through hard work, the right strategies, and guidance from others**.**  The term growth mindset was coined by American psychologist Professor Carol Dweck in her 2006 book *Mindset: The New Psychology of Success*. Her work explored how an individual’s underlying belief about their intelligence and ability to learn could impact their performance.  Her studies show that those who believe they can develop their talents tend to achieve more than those who feel their abilities are innate and fixed. Those with a growth mindset see opportunities instead of obstacles, choosing to challenge themselves to learn more rather than sticking in their comfort zone.  As Professor Dweck explains it:  “*This growth mindset is based on the belief that your basic qualities are things you can cultivate through your efforts. Although people may differ in every which way—in their initial talents and aptitudes, interests, or temperaments—everyone can change and grow through application and experience”.*  **Section 1.2: Growth mindset vs a fixed mindset: what’s the difference?**  The opposite of a growth mindset is a fixed mindset. While the former is focused on self-improvement and development over time, a fixed mindset is essentially the belief that abilities are innate and fixed from birth**.**  Those with a fixed mindset believe that each person inherits qualities such as intelligence, talents, and personality characteristics. Those who feel that their qualities are unique to their genetic makeup generally also feel that these characteristics stay stable throughout their lives.  According to Dr Dweck’s original research, those with a fixed mindset are more likely to seek opportunities to demonstrate strengths rather than those that could expose weaknesses. She goes on to say that such an approach to life can backfire. Although they take fewer risks, people with a fixed mindset can miss out on opportunities and chances to learn and grow.  **Unit 2: Ways to Nurture a Growth Mindset** Section 2.1: A Culture of Practice An important concept of having a growth mindset is realising that **learning is a process** and each moment is an opportunity to practise and improve. Growth occurs over time, and this is where it’s hard to have a growth mindset. We want perfection, a first class, 100%. We fall into the trap of saying, “I’m not creative. I can’t draw. I’m not good at science.” when that is NOT true! You simply haven’t practised enough.  Inherent in this culture of practice are moments of failure followed by a decision to persevere or give up. When working with NEETs *this* is where character development occurs. Youth (and adults too!) that learn to view failure as just another step in the learning process have achieved a growth mindset. Once you grasp that there is no limit to what they can achieve!  **Section 2.2: Shift in Vocabulary**  Cultivating a growth mindset requires a change in vocabulary to bring about a focus on the process of growth and improvement. Even responses to moments of success can be shifted.  Consider a time when you see a little child building something with Lego  When the child completed the task, you could say, “Great job, you did it! You got it right!” However, to nurture a growth mindset you would say, “Wow! You tried four different times to build that house. I noticed you didn’t give up. You kept working until you got it! Well done!”  Another example: A youngster confronts a maths problem (insert any task or skill specific to the person) that they successfully complete. Instead of solely praising their achievement, bring attention to the process. “Great work! I see the practice you put in is really paying off! I wonder what will happen if you keep practising?”  **Section 2.3: Ten ways to develop a growth mindset.**  If you feel that a growth mindset is something you want to aim for, there are ways you can go about developing one. However, it’s important to recognise that, according to Dr Dweck’s research, no one has an entirely fixed or entirely growth mindset; most are somewhere in the middle.  **A. Identify your own mindset**  By considering how you currently approach challenges, either at work or in education, you can determine your current mindset. For example, you can ask yourself whether you say things like ‘*I’m a natural people person’*or *‘I’ve learned to work well with people’*? Or would you say, ‘*she’s a natural leader*’, or ‘*she worked her way up to the leadership role*’?  Asking such questions about your approach to the world can help you identify whether you’ve more of a fixed or growth mindset. Such awareness is the first step toward making changes, which could help you [reimagine your career](https://www.futurelearn.com/courses/digital-skills-reimagine-your-career).  **B. Look at your own improvements**  Think about something that you’re better at now than you were in the past? What did you previously find difficult? Why does it feel easier now? And how did you achieve such a change?  These thoughts can prompt you to think about the time and effort you’ve spent to improve areas, the hallmarks of a growth mindset.  **C. Review the success of others**  Try to think about something that you’ve seen someone else do against the odds. Think about how they achieved their success and what this says about their ability to develop their capabilities.  **D. Seek feedback**  Whether you’ve been successful in a project or not, seeking feedback from others is a good way to develop a growth mindset. They may give you insight into where you’ve developed or what needs improvement. In turn, this can help you to set goals for improvement.  **E. Harness the power of ‘yet’**  Essentially, this part of a fixed mindset is about realising that there will be skills or subjects that you’re not good at **yet**. However, with work and perseverance, you can improve in these areas.  Developing a growth mindset is about realising that your weaknesses are strengths you haven’t necessarily developed yet.  **F. Learn something new**  Try a completely new activity and challenge yourself to learn something that you’re not already good at. You could start with [learning a new language](https://www.futurelearn.com/experttracks/contemporary-chinese-i), [picking up an instrument](https://www.futurelearn.com/experttracks/learn-to-play-jazz-piano), or understanding the [basics of economics](https://www.futurelearn.com/courses/fundamentals-of-economics).  By getting used to getting out of your comfort zone, you can develop a growth mindset and be more open to learning new skills.  **G. Make mistakes**  You’re not going to get everything right the first time of trying. Allow yourself to make errors and then learn from those missteps. Rather than thinking that mistakes equal ineptitude, think of them as part of the learning process.  Mistakes give you the chance to identify where you may have a weakness or lack of understanding – areas you can work hard to improve.  **H. Be kind to yourself**  Rather than scolding yourself for your errors, try and identify how you’d treat someone else in your situation. If someone was to fail at a task you know inside out, would you tell them they’re useless or encourage them to learn?  [Being mindful](https://www.futurelearn.com/courses/mindfulness-life) can help you to improve your communication, relationships, and emotional help. It can also help you identify thoughts that are linked to a fixed mindset and move away from them.  **I. Look at examples**  If you’re striving to develop a growth mindset, it can help to look at those who already embody one. Whether it’s examples from experts such as Dr Dweck or through looking at people you already know, there are opportunities to learn from others. Examine what they do and how they approach challenges and think about how you can apply similar tactics.  **J. Set realistic goals**  As we’ve explored already, there are many determinants of success. Personality, intelligence, circumstance, and other factors can all contribute. However, by [setting clear goals](https://www.futurelearn.com/info/courses/career-success/0/steps/21287) that provide a motivating challenge, you can work towards success.  **Unit 3: Why Young People Need Growth Mindset**  **Section 3.1: Rationale and benefits of having Growth Mindsets**  Here are some other advantages for you when you start to change your Fixed Mindset into a Growth Mindset.  With a Growth Mindset, you are more realistic in focusing on doing the hard work. This means that the chances of you doing the hard work are much higher than when you have a Fixed Mindset. That means that you will be more successful if you have a Growth Mindset.  With a Growth Mindset, you are much more flexible, and you will be much more adaptive to changing situations. While change is inevitable in life, the person who is the most adaptive will be the most successful. Having a Growth Mindset will make you more agile and adaptable.  Having a Growth Mindset will make you aware of opportunities or possibilities you would never have noticed otherwise. If you have a Growth Mindset, opportunities become interesting because you can do something with them and apply them to achieving your goals. So, now your subconscious mind will elegantly present you all kinds of opportunities you would otherwise have missed out on.  A Growth Mindset makes you more creative in solving problems, you are able to think outside of the box.  With a Growth Mindset, the chance of you giving up on your efforts to pursue your goals is much less than if you have a Fixed Mindset. If you give up, you’ll never be successful. Instead with a Growth Mindset, you will be much more successful because you pursue your goals until you are successful.  You will be much more open to yourself and other people if you have a Growth Mindset. You are willing to admit failures and to celebrate your successes to yourself and others because you know that this is the best way for you to learn and to improve yourself. Because of that, you will learn faster from your experiences when having a Growth Mindset. If you can acquire new skills very fast, then you will be much more successful in achieving your goals and dreams.  With a Growth Mindset, you are realistic about all the obstacles you will meet on your path towards your goal. So, you won’t become frustrated, depressed, and lethargic at the very first obstacle. Instead, you will be optimistic about achieving your goal and struggle on. This will make you resilient, successful, and happier.  If you have a Growth Mindset, you will be much more responsible for your life. Instead of being pessimistic about whatever fails in your life or your work, you will be in control of what is happening because you know that you can develop yourself continuously.  **Section 3.2: A Changing World – Need for New Thinking**  With technology and business models changing rapidly, embracing a growth mindset is vital to career success. Workers will need to continuously learn new skills to remain competitive as automation technologies, including artificial intelligence, become more prevalent. According to a [report by McKinsey](https://www.mckinsey.com/featured-insights/future-of-work/jobs-lost-jobs-gained-what-the-future-of-work-will-mean-for-jobs-skills-and-wages), up to 375 million workers worldwide will need to change roles or learn new skills by 2030. Research shows that your mindset predicts achievement. It’s not how good you are but good you want to be that matters.  **Section 3.3: Entrepreneurial competencies**  Entrepreneurial competencies are the knowledge, skills and attitudes that help a person start a company. These competencies encapsulate the mindset and know-how for identifying opportunities, creative problem solving, taking initiative, communicating, reflecting, adapting, and attitudes such as curiosity, open-mindedness, proactivity, flexibility, determination, and resilience. While some believe that entrepreneurs are born, there is robust evidence that such entrepreneurial competencies and “the entrepreneurial mindset” can be taught.  Not everyone wants to be an entrepreneur, but entrepreneurial competencies not only help people to start their own businesses, but they also help boost employability. Entrepreneurial competencies are transferable skills that help people succeed in diverse careers. They equip people to be proactive and to successfully navigate uncertainty and overcome resource constraints – all elements characteristic of businesses and organisations in the current environment. | | |
| **5 glossary entries** | | |
| **Growth Mindset** = “A growth mindset is the belief that personal characteristics, such as intellectual abilities, can be developed, and a fixed mindset is the belief that these characteristics are fixed and unchangeable.” (Yeager & Dweck, 2020, p. 1):  A growth mindset is the belief that your skills and abilities are not set in stone. Just as mighty oaks grow from tiny acorns, our talents might start small, but they have the potential to grow huge.  **Fixed mindset =** People with a fixed mindset are more likely to believe that their ability and intelligence can’t be changed; that they're either good at something or not. They’re usually easily discouraged and might avoid taking risks or trying new things because they’re fearful of failure.  **Open mindset** = A [growth mindset requires leaders to be more inclusive](https://www.forbes.com/sites/glennllopis/2018/03/26/the-secret-to-overcoming-uncertainty/#7431e2e45f2d) to the unique needs and perspectives of others. Growth requires more than profits; it requires a clear understanding of human capital assets. It involves learning how to serve the unique needs of the individual and/or consumers and the unique needs of employees.  **Inclusion and promote individuality** = Inclusion is a system for making sure organisations are welcoming at every level to every individual. Inclusion is about finding like-mindedness in our differences and embracing individuals’ unique ideas and ideals. Leaders with a growth mindset have a deep desire to do this and lead inclusion and embrace individuality as their primary growth strategy.  **Cultivate Resilience =** Individual with growth mindset, then take the time and make the effort to develop it. Persist and opportunities will come. [Cultivate resilience](https://www.berkeleywellbeing.com/resiliency-what-is-resiliency.html) along the way. You are remoulding your mind and own your attitude. | | |
| **Bibliography and further references** | | |
| Yeager, D. S., & Dweck, C. S. (2020). What can be learned from growth mindset controversies? *American Psychologist*, *75*(9), 1269–1284. | | |
| **Five multiple-choice self-assessment questions** | | |
| **Question1: Your personality is pretty much set in stone and there isn't much you can do to change it.**  True  False  **Correct answer: False**  **Question 2: People with Growth mindset like trying new things, even if they don’t do them well.**  True  False  **Correct answer: True**  **Question 3: People with a growth mindset like thinking of original ways to do things.**  True  False  **Correct answer: True**  **Question 4: People with Growth mindset when they make a mistake, they try to figure out some learning.**  True  False  **Correct answer: True**  **Question 5: Intelligence can change with hard work and perseverance.**  True  False  **Correct answer: True**  **Question 6: People with Growth mindset see mistakes as valuable learning opportunities**.  True  False  **Correct answer: True**  **Question 7: People with a growth mindset see constructive feedback from others helps one improve their skills.**  True  False  **Correct answer: True**  **Question 8: People with a growth mindset think people rarely change much; you simply are a certain kind of person.**  True  False  **Correct answer: False**  **Question 9: People with a growth mindset think naturally intelligent people don’t need to try hard to succeed.**  True  False  **Correct answer: False**  **Question 10: Only a few people are extremely talented, and they are born with it.**  True  False  **Correct answer: False** | | |
| **Related material** | | [related material if any] |
| **Reference link** | | [MindsetWorks | Growth Mindset | Growth Mindset Programs](https://www.mindsetworks.com/)  [Mindset Kit | Resources for growth and learning mindsets](https://www.mindsetkit.org/) |
| **Video in YouTube format (if any)** | | [(10) Growth Mindset by Carol Dweck (animated book summary) - Growth Mindset and Fixed Mindset - YouTube](https://www.youtube.com/watch?v=EyIF5VUOJc0)  [(10) Developing a Growth Mindset with Carol Dweck - YouTube](https://www.youtube.com/watch?v=hiiEeMN7vbQ) |

**Quest 1**

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| **Quest title** | **What is Growth Mindset** | |
| 1. **Introduction: What’s this all about?** | | |
| **Introduction image** | | |
| **Drive URL of the image** | |  |
| **Image title (including copyright information)** | | Photo by [Seema Miah](https://unsplash.com/@seemamiah?utm_source=unsplash&utm_medium=referral&utm_content=creditCopyText) on [Unsplash](https://unsplash.com/s/photos/enterprenurial--mindset?utm_source=unsplash&utm_medium=referral&utm_content=creditCopyText) |
| **Do you have permission to use this image?** | | **YES** |
| **Introduction text** | | |
| A **growth mindset**, as conceived by Stanford psychologist Carol Dweck and colleagues, is the belief that a person's capacities and talents can be improved over time  Growth mindset describes a**way of viewing challenges and setbacks**. People who have a growth mindset believe that even if they struggle with certain skills, their abilities aren’t set in stone. They think that with work, their skills can improve over time. | | |
| 1. **Task: What’s the activity?** | | |
| **Activity image** | | |
| **Drive URL of the image** | |  |
| **Image title (including copyright information)** | | Photo by [Franciele da Silva](https://unsplash.com/@francielesilva?utm_source=unsplash&utm_medium=referral&utm_content=creditCopyText) on [Unsplash](https://unsplash.com/s/photos/enterprenurial--mindset?utm_source=unsplash&utm_medium=referral&utm_content=creditCopyText) |
| **Do you have permission to use this image?** | | **YES** |
| **Activity text** | | |
| You are to undertake a short quiz, follow the link here to do the Quiz: [Growth Mindset Quiz – Is Your Mindset Fixed Or Growth? (wdhb.com)](https://wdhb.com/blog/growth-mindset-quiz/)  In addition, you can as a follow up answer the following two questions regarding your ability and personal qualities.  Regarding abilities:   1. *Your intelligence is something that you can’t change very much.* 2. *You can learn new things, but you can’t really change how intelligent you are.* 3. *No matter how intelligent you are, you can still change a bit.* 4. *You can always substantially change how intelligent you are.*   If you strongly agree with statements 1 and 2, you are more fixed in your thinking. Agreeing with statements 3 and 4 suggests you adopt.  Regarding personal qualities:   1. *You have certain personal qualities, and there is little you can do to change that.* 2. *No matter who you are, you can always change substantially.* 3. *You may change how you do things, but you can’t change the essential elements of who you are.* 4. *You can always change the basic things about who you are.*   Statements 1 and 3 suggest a fixed mindset, while 2 (in particular) and 4 indicate you have a growth mindset. | | |
| 1. **Process: What am I going to do?** | | |
| In order to complete this task, you will need to access this link here:[Growth Mindset Quiz – Is Your Mindset Fixed Or Growth? (wdhb.com)](https://wdhb.com/blog/growth-mindset-quiz/)  Once you have accessed the link, follow the instructions on your screen and complete the task. Remember this is a fun activity that you should do on your own.  Watch the Video Growth Mindset by Carol Dweck (founder of the Growth Mindset) concept, that will provide you with a visual explanation of what a growth mindset is and what it entails to develop on. That video will help you with the follow up questions, remember the follow up questions are an addition and you can complete them on your own or with a friend/colleague. | | |
| 1. **Learning outcomes: What will I learn?** | | |
| **Knowledge Acquired**  **(LifeComp)** | | * Understanding and managing interactions and conversations in different socio-cultural contexts and domain-specific situations * Belief in one’s and others’ potential to continuously learn and progress * Assessment of information and arguments to support reasoned conclusions and develop innovative solutions |
| **Skills Acquired** | | * The planning, organising, monitoring, and reviewing of one’s own learning * Reflecting on and assessing purposes, processes and outcomes of learning and knowledge construction, establishing relationships across domains |
| **Attitude Acquired** | | * Developing creative ideas, synthesising and combining concepts and information from different sources in view of solving problems * Awareness and management of emotions, thoughts, and behaviour * Understanding and regulating personal emotions, thoughts, and behaviour, including stress responses |
| 1. **Conclusions: What will I take home?** | | |
| Over the last decade, the idea of adopting a growth mindset has become commonplace. Educators, businesses, and individuals may all claim to have adopted one without fully understanding what that means.  Having a growth mindset means recognising our ability to change who we are, what we know, and how we think. Our personal qualities and abilities are not static; they remain open to change from outside and within.  For many, this may offer a significant shift in their outlook of who they are and can become. Recognising our capacity for growth and development places accountability on ourselves to take charge and develop in the direction of our choosing.  When working on ourselves, we should review the theory and try out the questions and exercises to understand which mindset you rely on. Then identify what changes you wish to make to enter the growth zone. The choice is ultimately yours, but a growth mindset may open new opportunities for you that may have previously seemed impossible. | | |
| **6: Resources: What do I need?** | | |
| **Websites (URLs)** | | *Title for link* |
| *URL* |
| *Title for link* |
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| *Title for link* |
| *URL* |
| *Title for link* |
| *URL* |
| *Title for link* |
| *URL* |
| **Videos (from YouTube)** | | *Growth Mindset by Carol Dweck* |
| [(10) Growth Mindset by Carol Dweck (animated book summary) - Growth Mindset and Fixed Mindset - YouTube](https://www.youtube.com/watch?v=EyIF5VUOJc0) |
| *Title for video* |
| *URL* |
| **Documents** | | *Title for document* |
| *Location of document – Is it in the project folder?* |
| *Title for document* |
| *Location of document – Is it in the project folder?* |

**Quest 2**

|  |  |  |
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| **Quest title** | **Ways to Nurture a Growth Mindset** | |
| 1. **Introduction: What’s this all about?** | | |
| **Introduction image** | | |
| **Drive URL of the image** | |  |
| **Image title (including copyright information)** | | *Pexels – Oleksadr-Pidvalnyi* |
| **Do you have permission to use this image?** | | **YES** |
| **Introduction text** | | |
| Our minds can be our biggest assets or our biggest obstacles in life. You can cultivate beliefs that work for you and lead to your success, or they can work against you and your best interests without you even realising it.  When you believe that your potential is unlimited and that good things are always coming your way, you are practising a growth mindset. | | |
| 1. **Task: What’s the activity?** | | |
| **Activity image** | | |
| **Drive URL of the image** | |  |
| **Image title (including copyright information)** | | Photo by [kylie De Guia](https://unsplash.com/it/@captured_deguia?utm_source=unsplash&utm_medium=referral&utm_content=creditCopyText) on [Unsplash](https://unsplash.com/photos/xGUttEXjy4A?utm_source=unsplash&utm_medium=referral&utm_content=creditCopyText) |
| **Do you have permission to use this image?** | | **YES** |
| **Activity text** | | |
| You have come for a job interview in a fast-paced product design company you have been set the following activities:  *The Crumpled Reminder Activity* – This brief exercise invites you to write down a recent setback you’ve experienced then reassess your understanding of failure.  *A Cafe Discussion Task* – These prompts encourage a discussion of the opportunities that arise from failure.  *The Mistake Game* – This exercise is designed to help young people talk about mistakes openly, helping them to embrace them and use them for learning. | | |
| 1. **Process: What am I going to do?** | | |
| Before you start the activities, it is recommended you watch the two videos and look through the document, this will give you some great insight into how to nurture a growth mindset. You can work in a small group or on your own and go through the below 25 headings in your discussions:  **25 Ways to Develop a Growth Mindset**  **1. Acknowledge and embrace imperfections** - Hiding from your weaknesses means you’ll never overcome them.  **2. View challenges as opportunities** - Having a growth mindset means relishing opportunities for self-improvement.  **3. Try different learning tactics** - There’s no one-size-fits-all model for learning. What works for one person may not work for you.  **4. Follow the research on brain plasticity -** The brain isn’t fixed; the mind shouldn’t be either.  **5. Replace the word “failing” with the word “learning” -** When you make a mistake or fall short of a goal, you haven’t failed; you’ve learned.  **6. Stop seeking approval** - When you prioritise approval over learning, you sacrifice your own potential for growth.  **7. Value the process over the result** - Intelligent people enjoy the learning process, and don’t mind when it continues beyond an expected time frame.  **8. Cultivate a sense of purpose** - Dweck’s research also showed that students with a growth mindset had a greater sense of purpose. Keep the big picture in mind.  **9. Celebrate growth with others** - If you truly appreciate growth, you’ll want to share your progress with others.  **10. Emphasise growth over speed** - Learning fast isn’t the same as learning well, and learning well sometimes requires allowing time for mistakes.  **11. Reward actions, not traits** - Tell students when they’re doing something smart, not just being smart.  **12. Redefine “genius”** - The myth’s been busted: genius requires hard work, not talent alone.  **13. Portray criticism as positive -** You don’t have to used that hackneyed term, “constructive criticism” but you do have to believe in the concept.  **14. Disassociate improvement from failure** - Stop assuming that “room for improvement” translates into failure.  **15. Provide regular opportunities for reflection** - Let students reflect on their learning at least once a day.  **16. Place effort before talent** - Hard work should always be rewarded before inherent skill.  **17. Highlight the relationship between learning and “brain training” -** The brain is like a muscle that needs to be worked out, just like the body.  **18. Cultivate resilience** - People with that extra bit of determination will be more likely to seek approval from themselves rather than others.  **19. Abandon the image** - “Naturally smart” sounds just about as believable as “spontaneous generation.” You won’t achieve the image if you’re not ready for the work.  **20. Use the word “yet”** - Dweck says “not yet” has become one of her favourite phrases. Whenever you are struggling with a task, just tell yourself you haven’t mastered it yet.  **21. Learn from other people’s mistakes** - It’s not always wise to compare yourself to others, but it is important to realise that humans share the same weaknesses.  **22. Make a new goal for every goal accomplished** - You’ll never be done learning. Growth-minded people know how to constantly create new goals to keep themselves stimulated.  **23. Take risks in the company of others** - Stop trying to save face all the time and just let yourself goof up now and then. It will make it easier to take risks in the future.  **24. Think realistically about time and effort** - It takes time to learn. Don’t expect to master every topic under the sun in one sitting.  **25. Take ownership over your attitude** - Once you develop a growth mindset, own it. Acknowledge yourself as someone who possesses a growth mentality and be proud to let it guide you throughout your career. | | |
| 1. **Learning outcomes: What will I learn?** | | |
| **Knowledge Acquired**  **(LifeComp & EntreComp)** | | * I can experiment with my skills and competences in situations that are new to me * I can identify opportunities to solve problems in alternative ways. * I can develop (alone or with others) an inspiring vision for the future that involves others. * Awareness of potential biases in the data and one’s personal limitations, while collecting valid and reliable information and ideas from diverse and reputable sources |
| **Skills Acquired** | | * I can initiate simple value-creating activities * I can prioritise the basic steps in a value-creating activity. * I can develop a business model for my idea. * Awareness of and confidence in one's own and others’ abilities to learn, improve and achieve with work and dedication |
| **Attitude Acquired** | | * I can describe my skills and competences relating to career options, including self-employment * I can describe my goals for the future in line with my strengths, ambitions, interests and achievements * I can create an action plan which identifies the necessary steps to achieve my goals * Understanding that learning is a lifelong process that requires openness, curiosity, and determination |
| 1. **Conclusions: What will I take home?** | | |
| So, can you develop a growth mindset? If you tried one of the activities, we suggested you will see you become more resilient when dealing with problems.  Research suggests that with the right attitude, we can improve the way we deal with life’s difficulties. | | |
| **6: Resources: What do I need?** | | |
| **Websites (URLs)** | | *Title for link* |
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| *URL* |
| **Videos (from YouTube)** | | *Growth Mindset* |
| [(11) Growth Mindset (VentureLab Workbook) - YouTube](https://www.youtube.com/watch?v=VUULJ-6thYs&t=5s) |
| *TEDxPower of Yet* |
| [(11) The power of yet | Carol S Dweck | TEDxNorrköping - YouTube](https://www.youtube.com/watch?v=J-swZaKN2Ic) |
| **Documents** | | *Growth Mindset Activity Sheet* |
| [Growth Mindset (VentureLab Caregiver Workbook English).pdf (hubspot.net)](https://cdn2.hubspot.net/hubfs/2535805/Monthly%20Resource/Growth%20Mindset%20(VentureLab%20Caregiver%20Workbook%20English).pdf?__hstc=245228570.c35b0d5465268e2e227048097165d9d3.1675375943368.1675375943368.1675375943368.1&__hssc=245228570.1.1675375943369&__hsfp=3115008479&hsCtaTracking=a6bbba61-6497-4f09-ac49-7edc1cd0e1c2%7Cc9294626-f3b9-4405-9d84-7a3cba27748a) |
| *Title for document* |
| *Location of document – Is it in the project folder?* |

**Quest 3**

|  |  |  |
| --- | --- | --- |
| **Quest title** | **Why Young People Need Growth Mindsets** | |
| 1. **Introduction: What’s this all about?** | | |
| **Introduction image** | | |
| **Drive URL of the image** | |  |
| **Image title (including copyright information)** | | Photo by Polina Zimmerman: https://www.pexels.com/photo/sticky-notes-on-board-3782235/ |
| **Do you have permission to use this image?** | | **(Copyright free, Creative Commons, or your own photo?)**  **YES / NO** |
| **Introduction text** | | |
| Having a growth mindset can have real benefits. It helps people reframe their approach to challenges and stay motivated to work to improve skills. Instead of thinking “I can’t do this,” they think “I can’t do it yet.” | | |
| 1. **Task: What’s the activity?** | | |
| **Activity image** | | |
| **Drive URL of the image** | |  |
| **Image title (including copyright information)** | | Photo by Kaboompics .com: https://www.pexels.com/photo/think-outside-of-the-box-6375/ |
| **Do you have permission to use this image?** | | **YES** |
| **Activity text** | | |
| Having a growth mindset means believing that learning is a lifelong process, that success isn’t limited to our academic life, and that we can always learn something new. However, if you’re constantly second-guessing yourself and you’re already convinced that you can never grow any further in your career or personal life, then you need to understand why it’s essential to have a growth mindset.  You have come for an interview in a fast-paced product development company, and you are asked “why is it important to have a growth mindset?” You are required to do a 15 minute presentation either on Powerpoint or use flipchart. | | |
| 1. **Process: What am I going to do?** | | |
| To do your 15 minutes presentation first you will need to:   * Step 1- explain what Growth Mindset is, activity 1 in this module will provide you with some valuable insight (3 mins) * Step 2 - look at activity 2 in this module that provides details on how to develop growth mindset; summarise this in your presentation (2 mins) * Step 3 - spend the remaining time in your presentation in explaining why it is important to have a growth mindset (10 mins)   You are recommended to look through some of the below links which provides great tips on why growth mindset is important:   * [Characteristics of a Know-it-all Person and How to Deal with Them](https://www.creativitymesh.com/characteristics-of-a-know-it-all-person/) * [6 Traits of a Shallow Person & How You Can Deal with One](https://www.creativitymesh.com/traits-of-a-shallow-person/) * [Understanding the Lone Wolf Personality: What It Means, How to Identify It, and More](https://www.creativitymesh.com/lone-wolf-personality/) * [Characteristics of a Know-it-all Person and How to Deal with Them](https://www.creativitymesh.com/characteristics-of-a-know-it-all-person/) * [6 Traits of a Shallow Person & How You Can Deal with One](https://www.creativitymesh.com/traits-of-a-shallow-person/) | | |
| 1. **Learning outcomes: What will I learn?** | | |
| **Knowledge Acquired**  **(EntrComp)** | | * I can combine different contributions to create value * I can explain what makes an opportunity to create value * I can judge my strengths and weaknesses and those of others in relation to opportunities for creating value |
| **Skills Acquired** | | * I can work with a range of individuals and teams * I can critically evaluate the risks associated with an idea that creates value, taking into account a variety of factors * I can discuss the need for investing time in different value-creating activities |
| **Attitude Acquired** | | * I can set challenges to motivate myself * I actively face challenges, solve problems and seize opportunities to create value * I can tell the difference between acceptable and unacceptable risks * Reflecting on other people’s feedback as well as on successful and unsuccessful experiences to continue developing one’s potential |
| 1. **Conclusions: What will I take home?** | | |
| Having a growth mindset can be highly beneficial for individuals, organisations, and communities.  As you learned above, there are many reasons why it is important to have a growth mindset. The first reason is that this mindset allows you to take calculated risks and make changes – giving you more confidence in your decisions and actions so that you never have to worry about your past mistakes holding you back.  Second, a growth mindset helps you to improve all areas of your life. It allows you to become a better student, a better parent, a better employee, and even a better citizen.  The final reason why having a growth mindset is essential is because it helps you to realise your full potential and live a happier and more fulfilling life. With a growth mentality, you’ll be able to see your weaknesses as strengths and use them as a stepping stone toward your goals! | | |
| **6: Resources: What do I need?** | | |
| **Websites (URLs)** | | *Title for link* |
| *URL* |
| *Title for link* |
| *URL* |
| *Title for link* |
| *URL* |
| *Title for link* |
| *URL* |
| *Title for link* |
| *URL* |
| **Videos (from YouTube)** | | *Title for video* |
| *URL* |
| *Title for video* |
| *URL* |
| **Documents** | | *Title for document* |
| *Location of document – Is it in the project folder?* |
| *Title for document* |
| *Location of document – Is it in the project folder?* |

**Educator tips**

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| A growth mindset means one embraces challenges, persists in the face of setbacks, takes responsibility for their words and actions, and acknowledges that effort is the path toward mastery. It is basically the reason why “practice makes perfect."  ***Quest 1:***  The definition of growth mindset is much simpler than it sounds. In a nutshell, it is the**belief that skills and intelligence can be improved with effort and persistence**. People with a growth mindset embrace challenges, stay resilient in the face of difficulties, learn from constructive criticism, and seek out inspiration in others’ success.  Once this quest is completed the user will realise having a growth mindset can have real benefits. It helps people reframe their approach to challenges and stay motivated to work to improve skills. Instead of thinking “I can’t do this,” they will think “I can’t do it yet.”  ***Quest 2:***  There is a Chinese saying – Be not afraid of growing slowly, be afraid of standing still. A more modern and succinct interpretation might also sound familiar to you - ‘have a growth mindset’, a term that was coined by American psychologist Carol Dweck in 2006. The message is: those who view learning as a continuous process of improvement put themselves in a better position to succeed in the long run than those who pigeonhole themselves early according to fixed ideas of intelligence, talent or disposition.  While having a growth mindset can be helpful for everyone in general, it is especially important for young people who are still in the early stages of their education and careers, to build the habits and attitudes that will serve as a foundation for the years ahead.  ***Quest 3:***  This quest focuses on the positives of having a growth mindset. Having a growth mindset means believing that learning is a lifelong process, that success isn’t limited to our academic life, and that we can always learn something new.  Once you complete the activity you will have a greater understanding on the importance of having a growth mindset. More importantly there are certain things that people can do to build a growth mindset on their own. The main thing to remember is that you should focus on learning rather than achieving. In other words, focus on the process more instead of the results. |
| ***Additional resources (videos, extra material)***  It is important to highlight overall anyone who actively works to develop their mindset will benefit both personally and professionally. In summary the below are some of the key benefits one will experience:   * will increase your professional engagement * will encourage innovation * will build your resilience * will have the ability to be a positive decision making and how to overcome perceived barriers * will understand how to manage personal learning processes to enhance development * will develop skills to give and receive feedback in a growth mind-set way that encourages learning and development. * will understand your personal mindset and how to unleash blocks and potential. * will gain a greater understanding of the neuroscience and how to strengthen the brains learning power and self-control * will focus on the learning process without worrying about the outcome * will believe that talent and abilities can be developed with practice and efforts * will look for challenges that enable you to grow   growth mindset poster  Growth mindset is a buzzword in parenting & education circles these days. Use this huge collection of free growth mindset resources to explore how this idea relates to your kids and your life. Free growth mindset printable book, sketchbook prompts, pretty quotes, and lunchbox notes all bring the growth mindset home! |