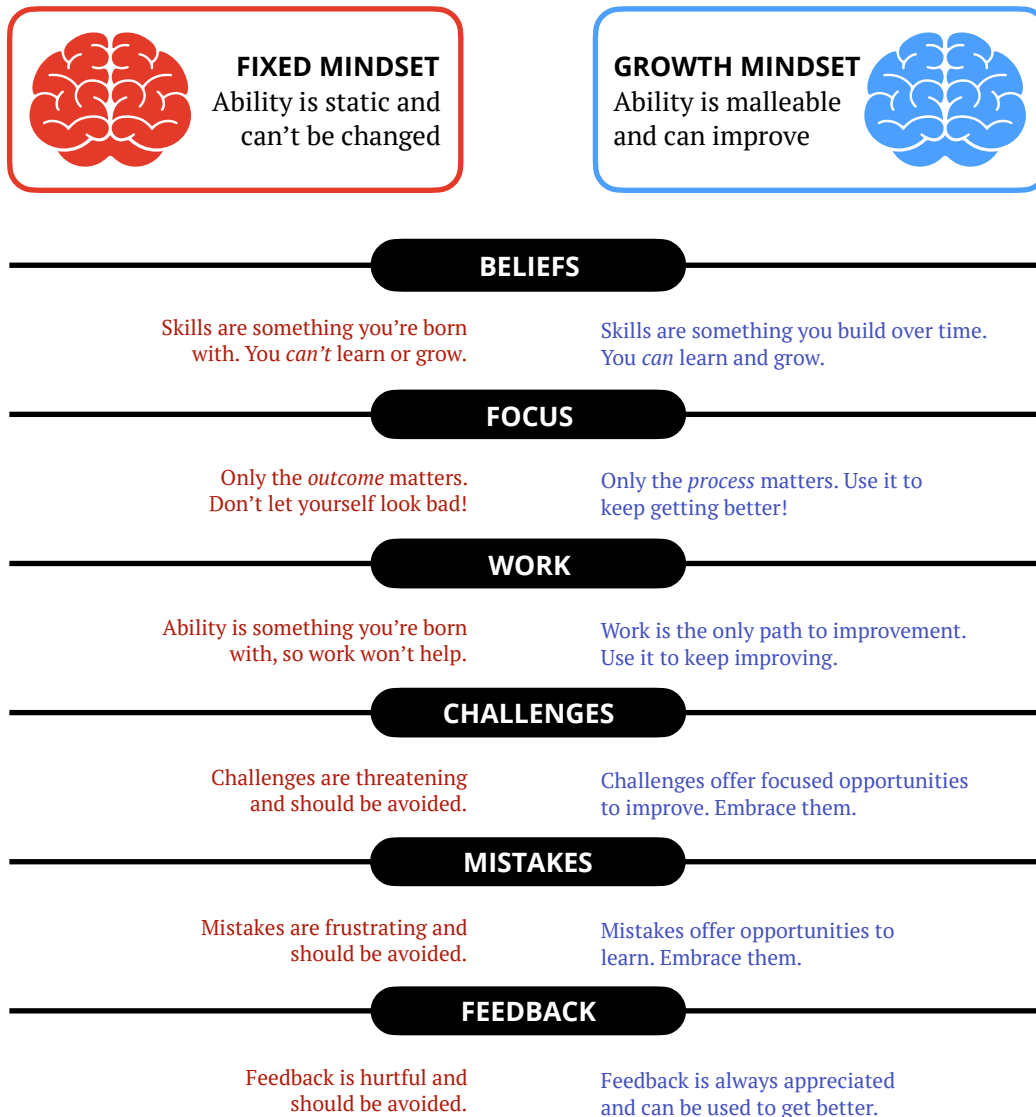


# Growth mindset

Many of us learn that “ability” in a particular area is innate. That means, you are either born with the ability or you are not, and therefore practice will never truly help you improve. Unfortunately, this creates a paradox: without practice, skills will never get better. If a belief that practice is futile exists, then practice will never start.

A growth mindset (Dweck, 1999) offers a different viewpoint that has been shown to lead to enhanced rehearsal and through that, enhanced performance.



## Important points:

- Mindsets are on a continuum. You don't have to be all fixed or all growth.
- Work still takes time. The belief that you can *do* the work provides the fuel to pursue it.
- You don't have control over obstacles, but you can control your response to them.
- In the context of growth, what you *are* is less important than what you *do*.
- Having a growth mindset doesn't mean “you can do anything you set your mind to.”
- Part of practice is making changes to what's not working. Persistence for its own sake is unhelpful.