

Mindset: the new psychology of success  
Carol Dweck

Chris' executive summary:

There are two mindsets people have- growth or fixed- which affect their world view in many areas of their lives- parenting, business, school, and relationships. These mindsets are taught to us throughout our lives. One allows us growth, one inhibits us. The growth mindset believes that we have the ability to learn skills and improve through our effort and hardwork- in our intellect, in our parenting skills, in our business acumen, in sports, etc. The fixed mindset believes these things are natural talents, fixed abilities, etc. and therefore our effort will not change these things. We may have different mindsets in different parts of our lives. To the extent that we develop the growth mindset in more portions of our lives, we will find more success.

Quotes/Paraphrases (italics are hers):

6- Believing your qualities are carved in stone-the *fixed mindset*- creates an urgency to prove yourself over and over.

7- The *growth mindset* is based on the belief that your basic qualities are things you can cultivate through your efforts. The hand you're dealt with is just the starting point for development. The passion for stretching yourself and sticking to it, even when it's not going well, is the hallmark of the growth mindset.

11- Self-insight- who has the accurate views of their assets and limitations? *It was those with the fixed mindset who accounted for almost all the inaccuracy.* These people are terrible at estimating their abilities.

12-13 Do you believe that intelligence is something very basic about you that you can't change very much? Do you believe you can learn new things, but cannot change how intelligent you are? Do you believe you are a certain kind of person and not much can be done to change that?

16- In one world (fixed mindset) effort is a bad thing. It, like failure, means you're not smart or talented. If you were, you wouldn't need effort. In the other world (growth mindset), effort is what *makes* you smart or talented.

22-When do people with the fixed mindset thrive? When things are safely within their grasp. If things get too challenging- when they're not feeling smart or talented- they lose interest. If it wasn't a testimony to their intelligence, they couldn't enjoy it.

24- With the fixed mindset, it's about being perfect right now. With the growth mindset, it's not about immediate perfection. It's about learning something over time: confronting a challenge and making progress.

26- In the fixed mindset, one test- or one evaluation-can measure you forever. They granted one test the power to measure their most basic intelligence now & forever.

32- In the fixed mindset, having passed one rigorous test after another, they think of themselves as special, as people who were born smarter and braver than others.

33- Failure (in a fixed mindset) is transformed from an action (I failed) to an identity (I am a failure)

35-6- In one study, 7<sup>th</sup> graders told us how they would respond to an academic failure- a poor test grade in a new course. Those with the growth mindset, said they would study harder for the next test. But those with the fixed mindset said they would study less for the next test.

36- Another way people with a fixed mindset try to repair their self-esteem after a failure is by assigning blame or making excuses. (Think John McEnroe)

38- Students with fixed mindsets have higher levels of depression. People with the growth mindset- The *more* depressed people with the growth mindset felt, the *more* they took action to confront their problems, the *more* they made sure to keep up with their schoolwork, and the *more* they kept up with their lives.

