

Mindset

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WHY IS FIXED
AND GROWTH
MINDSET
IMPORTANT?

What is Your Mindset?

Take the quiz

- 5 Agree**
- 4 Somewhat agree**
- 3 Neither Agree or Disagree**
- 2 Somewhat disagree**
- 1 Disagree**

What does it mean?

THE DIRECTIONS WERE REALLY IMPORTANT

Total Score **41-60 Fixed**
 21-40 Neutral
 1-20 Growth

What surprised you about your results? (7, 10, 11)

How can you use these results as you think about working with your staff? (7, 8, 9)

What's the difference?

Growth		Fixed
Are a result of hard work and can always improve	Skills	Something you are born with
Embraced as opportunity to grow more persistent	Challenges	Something to avoid, could reveal a lack of skill. Tend to give up easily
An essential path to mastery	Effort	Unnecessary-something you do when you are not good enough
Useful, something to learn from and identify areas to improve	Feedback	Get defensive, take it personal
Seen as temporary and viewed as a challenge	Setbacks	Blame others for them and get discouraged by them

When Teachers Have a Fixed Mindset

When teachers have a fixed mindset, those students who entered their classrooms as low achievers left as low achievers. But with teachers who have a growth mindset, those students who were low achievers moved up, and, in some instances even became high achievers

-Dweck

How can you use a
Growth Mindset to help
your teachers grow?

When Leaders Have a Fixed Mindset

When leader's decide the teachers are not capable of getting better or becoming a good teacher, are they being realistic or fixed minded?

Individual or Institution?



Can you identify an Institutional Fixed Mindset at Your School?

How can you change it?



How do you
instill a Growth
Mindset?

Mindset Priming

- Verbal or
Written

Appreciative Inquiry

How do you change a mindset?

Awareness, observation and courage are key:

Step 1: Teach others about mindset, provide the vocabulary and contextual examples that will create relevance.

Step 2: Learn to recognize a fixed mindset voice or actions and **call it out** when you see it in action

Step 3: Use priming to keep mindset front and center

Step 4: Practice it until it becomes a habit or conviction

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