

Coaching Tip: Mindset

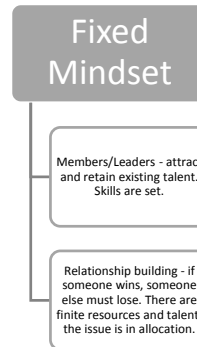
The mindset you have is critical to how events play out. Typically we think of this as having an ‘open’ or a ‘closed’ mind. A less judgmental way of looking at the different ways to approach a learning situation is with ‘fixed’ or ‘growth’ mindsets.



The idea of growth and fixed mindsets were developed primarily by Professor Carol Dweck in her book *Mindset: The New Psychology of Success*. In a time when change is rapid and flexibility needed, a growth mindset can really help. This concept has been using in classrooms and in boardrooms. It also could be useful in coaching and in “League-rooms.” The basic distinction is that if you are in a fixed mindset, you believe that the skills and talents you have are set. It’s like the old adage: “An old dog can’t learn new tricks.” If you are in a growth mindset, things can be learned. With effort, things can change – can get better.



- Members/Leaders - talent and capabilities can be cultivate and developed
- Relationship building - working together creates more value. Everyone should gain from collaboration



We all experience both mindsets and that is OK! For instance, many of us likely will call an electrician to rewire your home. But, with some practice, we could learn how to manage our League’s Twitter account.

Here are some tips to help you or your coachees move into more of a growth mindset:

- **Start with small, achievable goals.** Wins can help bolster confidence and move people into a growth mindset.
- **Praise and reward effort and thought process.** Not everything is going to work the first time around, and most progress is not linear, but if there was a good idea and strategy, make sure that is noted.
- **Work on projects that are cooperative and collaborative.** Most of us are better at learning together. Working on individual projects can lead to some detrimental competitiveness while working together toward a common goal can produce new and exciting results!
- **Don’t be afraid to fail.** “Failure” is the only way to figure out how to do new things. Innovation and great ideas come from trying out lots of new things. Not all of them are going to work and we all need to remember that this is not a reflection on us as people or leaders, but if we are open, it can provide ways for us to learn and have greater impact.

Resources:

- [Goal Setting: GROW ME Guidance](#)
- [4 Ways to Encourage a Growth Mindset in the Classroom](#)
- [Do You Have a Growth Mindset?](#)
- [Professor Carol Dweck’s website](#)