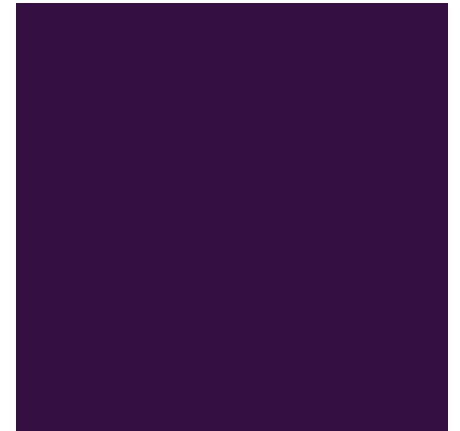




UPGRADE YOUR MINDSET FOR SUCCESS



By Fatema Dewji



Co-create a drawing– LETS DO IT!



- You partner with someone sitting next to you
- Grab a pen and start drawing something – THE MINUTE YOU LIFT YOUR PEN YOUR TURN IS OVER
- Then it's the other persons turn and they will add to the drawing
- Until your drawing is done
- When you feel your drawing is done you will title it and you will go back and forth with letters

+ So.....



- What was it like to draw a drawing with someone else
- What was going through your mind?



What was going through your mind

- How can you keep this going?
- Trying to read someone else's mind
- Were you always in sync with your partner?
- What did it feel like not to be in complete control and not be in sync with your partner?
- When something did go your way how did it make you feel?



+ What did it teach you

- How to deal with something not going your way
- How to deal with curveballs
- Stay open minded
- Stay flexible
- Creatively problem solve around an idea
- No one way to do anything – in business or LIFE!
- You will have an idea of something to go and IT WONT ALWAYS GO LIKE THAT! – ITS OK – LET GO – HAVE ATTITUDE TO RESPOND TO POSITIVITY RESPOND AND ADAPT





Mindset for Success



WHAT IS MINDSET?



**HOW DOES IT APPLY TO
YOUR PROFESSIONAL
LIFE AND BEYOND**



**HOW CAN YOU
CHANGE IT?**

+ QUIZ

Mostly Agree
Disagree

Agree

Mostly Disagree

- You have a certain amount of intelligence, and you can't really do much to change it. (intelligence)
- While we can learn and get stronger in certain areas, our IQ's remain fairly static throughout our lives. (intelligence)





Continued...

Mostly Agree
Disagree

Agree

Mostly Disagree



- People are born with artistic ability and talent, you either have it or don't. (artistic ability)
- The great athletes are “naturals”—i.e. naturally talented-born with great physical ability. (sports ability)
- You are a certain kind of person, and there is not much that can be done to really change that. (personality qualities)



“Great Athletes are Naturals?”

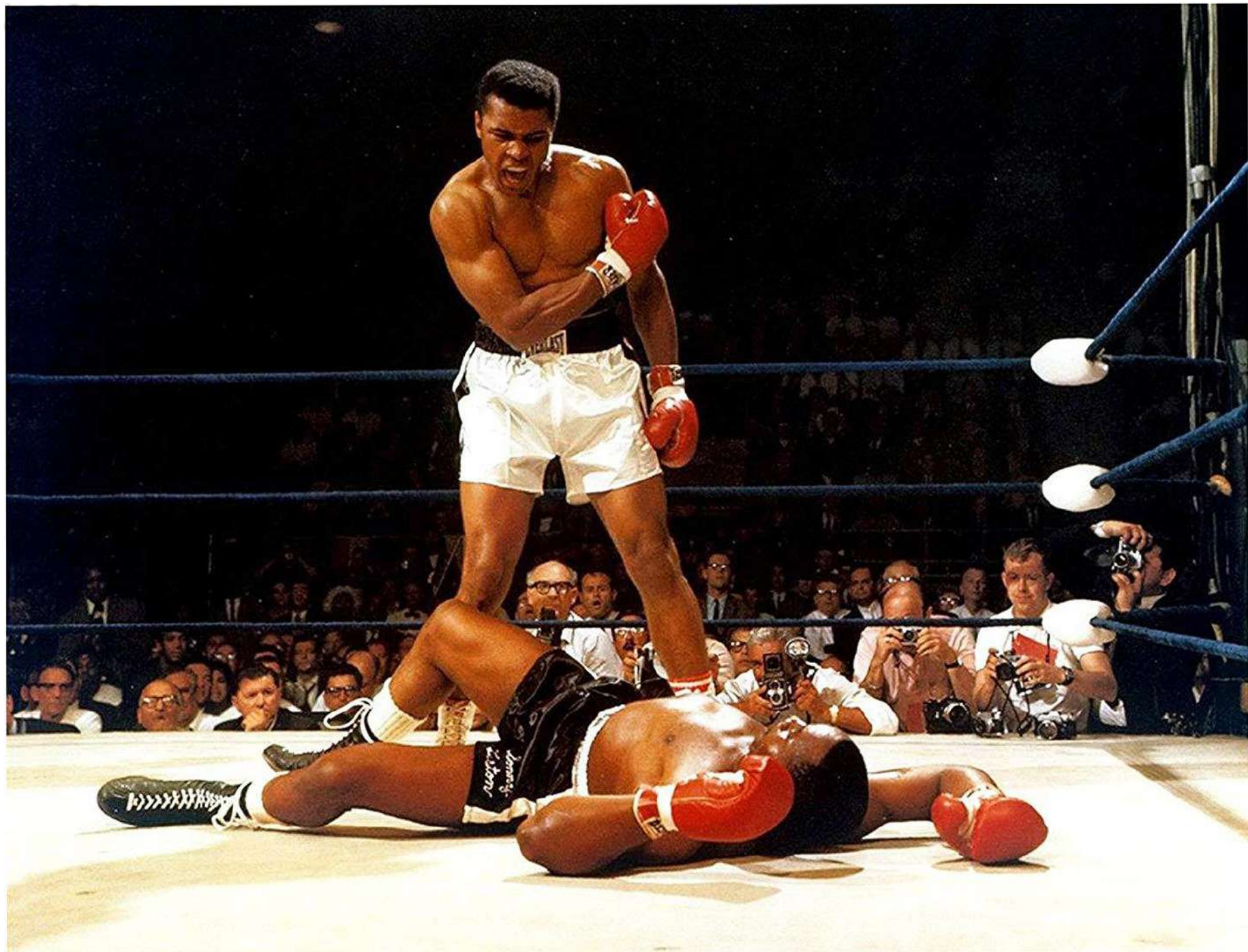
■ Muhammad Ali

- Failed the “tales of the tape”
- Lacked the strength
- Lacked the classical moves “boxed all wrong”
- Didn’t block punches with arms & elbows
- Kept jaw exposed

■ Sonny Liston

- Power was legendary
- Perfect physique
- Experience and strength
- “Tales of the tape” showed him to be a natural

Their matchup was so ludicrous the arena was only half-full





Great Talent is Developed



- Ali studied Liston's fighting style as well as his life outside the ring
- He pictured how Liston's mind worked
- Other athletic greats that weren't "naturals": Ben Hogan, Larry Bird, Babe Ruth & Michael Jordan (who was cut from his high school varsity team)
- Other "greats" who were told they lacked talent and potential: Lucile Ball, Elvis Presley, Ray Charles, Paul Cezanne, Jackson Pollack, Charles Darwin

+ Fixed Mindset “Greats”

- John McEnroe: Was #1 Tennis player in the world for 4 years
- Believed that talent was everything. He did not love to learn
- Notorious for his temper tantrums when he failed
- Loss was blamed on others, on circumstances...never on self
(it was too hot, too cold etc.)





What happens to people with a fixed mindset ?

- Excuses are to protect confidence (with Fixed mindset confidence only lasts with The next win---otherwise not sustainable)
- People with fixed mindsets who are very Talented and successful tend to be more Arrogant and Superior. When they fail they Behave badly. If Success is EVERYTHING the Implications of failure are enormous.



FIXED VS GROWTH MINDSET

Growth

- Intelligence can be developed through dedication and hard work
- Brains and talent are just the starting point
- **Have a love of learning**
- Have resilience for mistakes and failures, as this just adds to “learning”
- Preschoolers: chose progressively harder puzzles and excited about the challenge

Fixed

- Intelligence is static
- Athleticism: something you are born with
- Artistic talent: you either “have” or “don’t”
- **TALENT = Success**
- “Prove” and “document” their intelligence rather than develop—they CANNOT make mistakes—it defines them and labels them as failures. They have a need to prove that they are special. More likely to cheat, blame, become defensive
- Preschoolers: easy puzzle over and over “smart kids don’t do mistakes”



Mindset for Success



What is Mindset?



How does it apply to your professional life and beyond



How can you change it?



FIXED MINDSET:
leads to a desire to look smart

CHALLENGES: avoid

OBSTACLES: give up easily

EFFORT: see effort as fruitless or worse

CRITICISM: ignore useful negative feedback

SUCCESS OF OTHERS:
threatens you

GROWTH MINDSET: leads to a desire to learn

CHALLENGES:
embrace: “**stretching**”

OBSTACLES: **persist in face of setbacks**

EFFORT: CRITICISM:
effort as the path to mastery
Learn from criticism

SUCCESS OF OTHERS:
inspire and teach you





How to be more “Growth Minded” with: Challenges, Obstacles, Effort



Create a culture that forgives and gives leeway to mistakes versus a culture of perfection (promotes team work)



Discuss the “screw up of the week” – tell stories of learning



Take calculated risks



Take advantage of educational opportunities



Be careful not to be overly “Outcomes” focused



Criticism & Success of Others



Research shows that people with fixed mindsets are not accurate self-assessors



They are defensive when given feedback



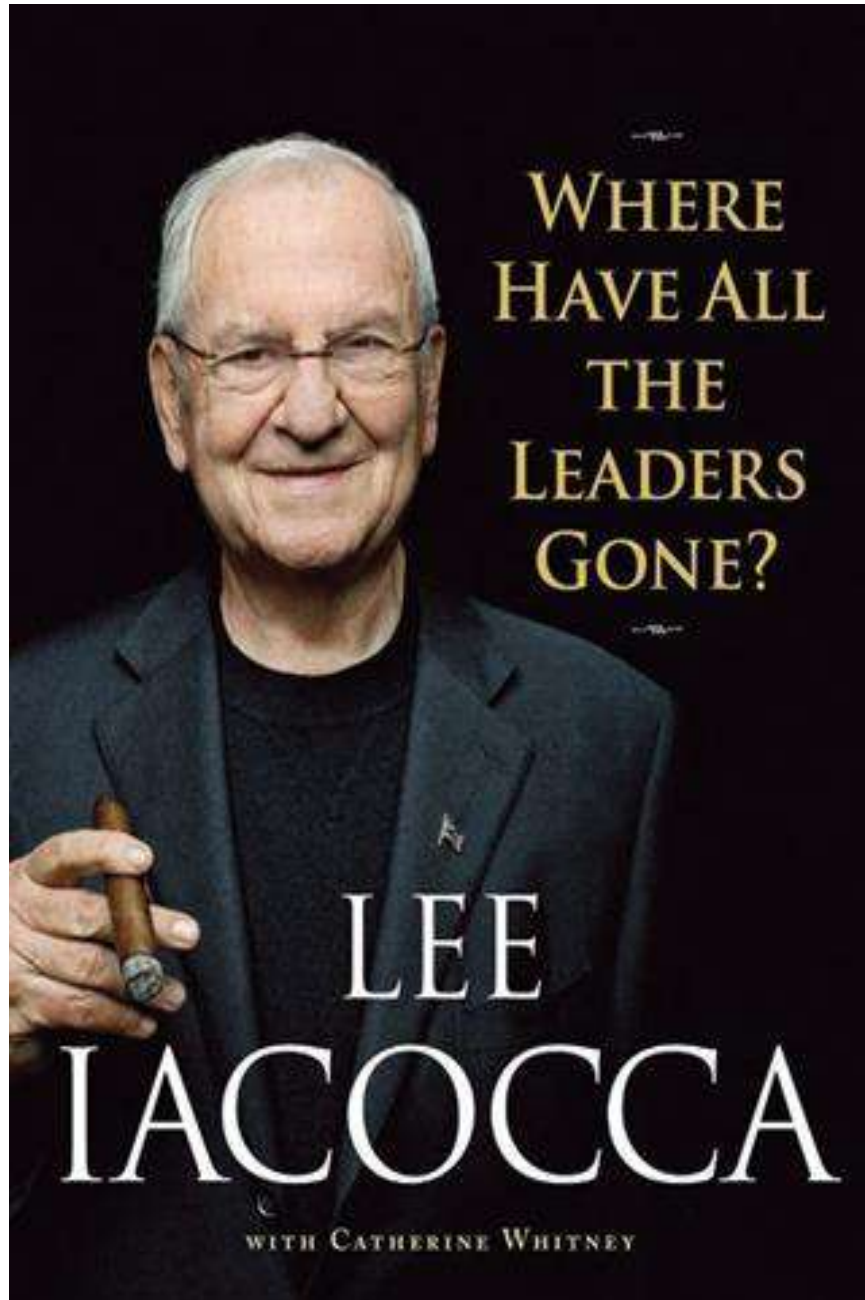
People with growth mindsets are accurate self-assessors



They relish constructive feedback



Who would you rather sit with for a performance review????



- “I’m a Hero”
- Initial success at Chrysler but need to prove his superiority was greater than investing in car designs and improvements
- Surrounded self with worshippers
- Exiled critics
- Stopped challenging shortcomings
- Kept bringing out same car models with minimum changes over and over
- Created culture of **Groupthink**---Group put unlimited faith in a talented, genius leader. No one disagrees or takes a critical stance.



Mindset for Success



WHAT IS MINDSET?



HOW DOES IT APPLY TO
YOUR PROFESSIONAL
LIFE AND BEYOND



**HOW CAN YOU
CHANGE IT?**



Developing a Growth Mindset

HOW TO DO IT!

BECAUSE

YOU CAN DO IT!

Step 1: Learn to hear your “mindset voice”

Are you afraid of failure and backing away from a challenge? Making excuses when there is a setback? Feeling angry when receiving constructive feedback?

Step 2: Recognize that you have a Choice

It is up to you how you interpret challenges, setbacks



ACTIVITY

Step 3: Talk back to it with a Growth Mindset Voice

FIXED “If you don’t try, you
can protect yourself and
your dignity”

GROWTH ?

FIXED “It’s not my fault. It
was something or someone
else’s”

GROWTH ?



Developing a Growth Mindset



■ Step 4: Take the growth mindset action

- Take on a challenge wholeheartedly
- Learn from your setbacks and try again
- **Acknowledge** and embrace imperfections
- View challenges as opportunities

“What are the opportunities for learning and growth today? For myself? For the people around me?”

Then make a Plan: WHEN, WHERE, HOW will I embark on my plan

When faced with a set-back, form a new plan (repeat)