

A Growth Mindset Approach to Disruption



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Which statement do you tend to agree with?

You can learn new things, but you can't really change your basic level of intelligence

or

You can change even your basic intelligence level considerably

"If you manage people or are a parent (which is a form of managing people), drop everything and read *Mindset*."

—Guy KAWASAKI, author of *The Art of the Start*

mindset

THE NEW PSYCHOLOGY OF SUCCESS

HOW WE CAN
LEARN TO FULFILL
OUR POTENTIAL

- *parenting
- *business
- *school
- *relationships

"Will prove to be one of the most influential books ever about motivation."
—Po BRONSON, author of *NurtureShock*

CAROL S. DWECK, Ph.D.

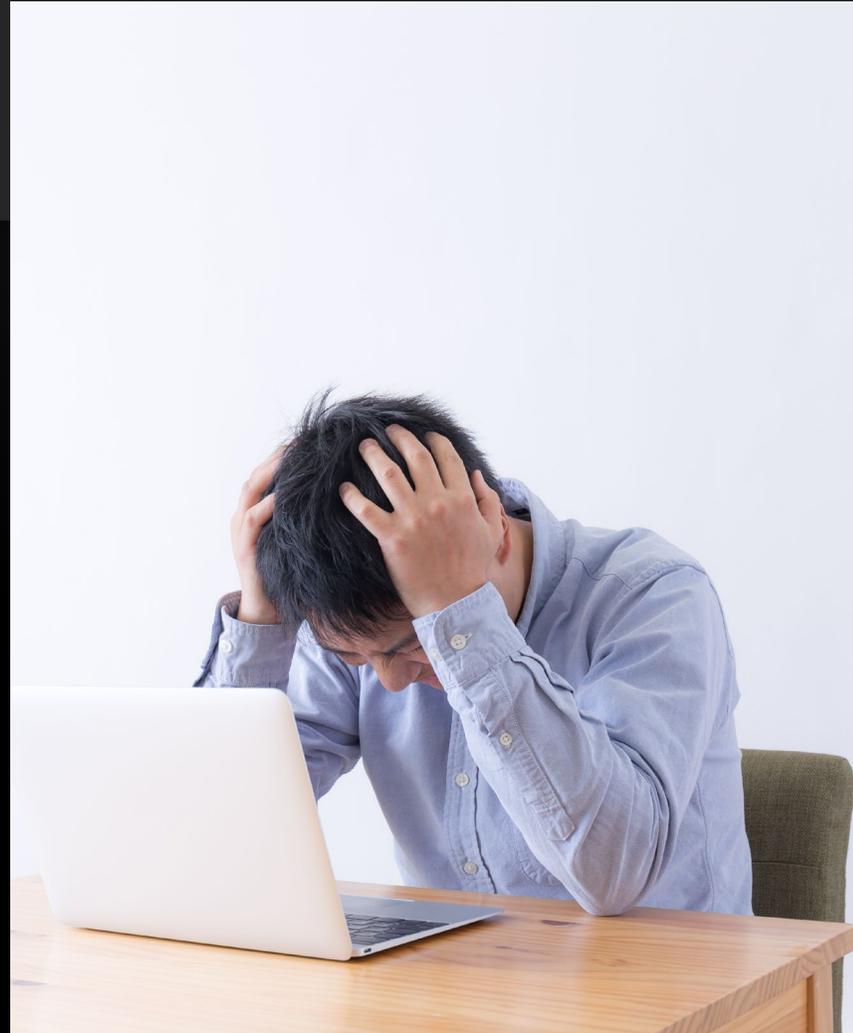


INTELLIGENCE/TALENT IS STATIC	INTELLIGENCE/TALENT CAN BE DEVELOPED
AVOID CHALLENGES	EMBRACE CHALLENGES
GIVE UP EASILY	PERSIST IN THE FACE OF SETBACKS
SEE EFFORT AS NECESSARY FOR OTHERS	SEE EFFORT AS A PATH TO MASTERY
IGNORE USEFUL NEGATIVE FEEDBACK	LEARN FROM CRITICISM
FEEL THREATENED BY OTHERS' SUCCESS	FIND INSPIRATION FROM OTHERS' SUCCESS
ACHIEVE LESS THAN FULL POTENTIAL	REACH HIGHER LEVELS OF ACHIEVEMENT

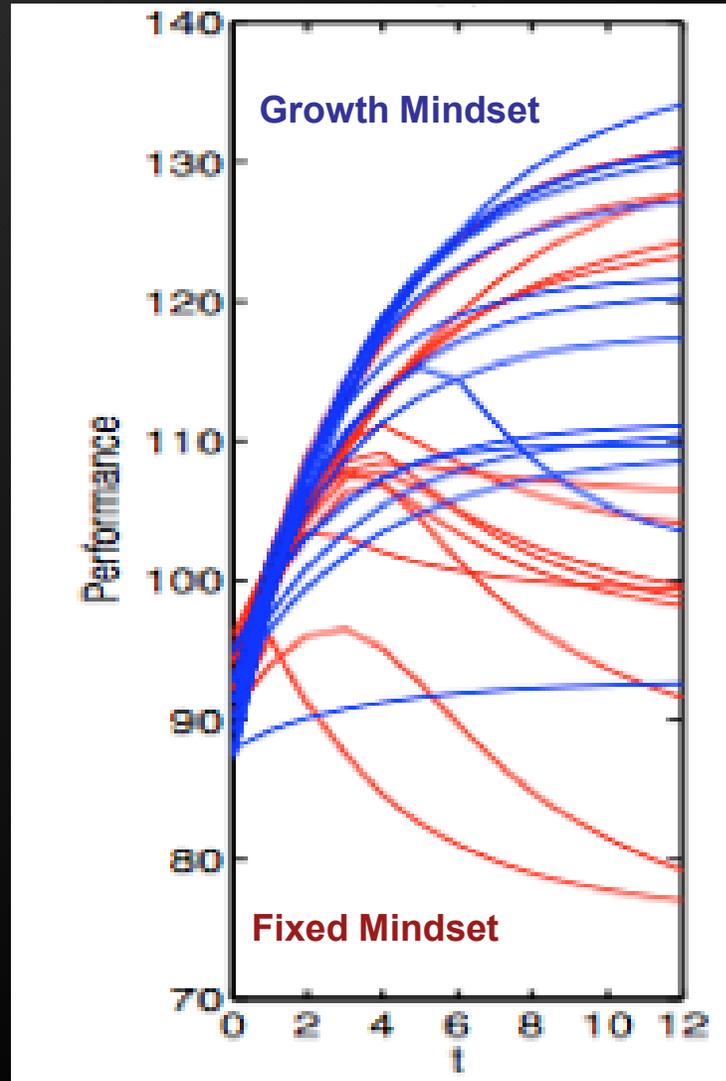
Growth versus Fixed Mindset



This is a learning exercise



This is a test of your managerial ability



Growth versus Fixed Mindset



Think about what you
are saying to yourself



A Fixed Mindset is not Fixed

Science supports the growth mindset

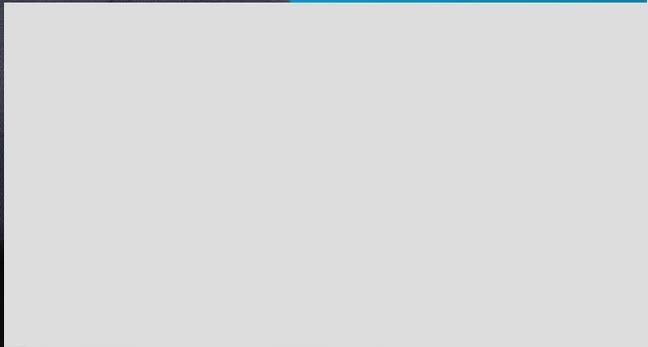
Developing a growth mindset requires practice

Start by...



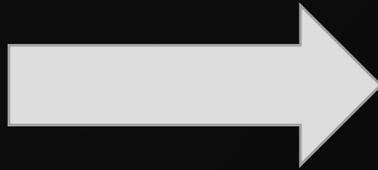


Listen for the Fixed Mindset Voice



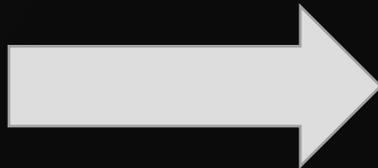
When Facing a Challenge...

What if I fail, I'll
be a failure?



Most successful
people have had
failures along
the way

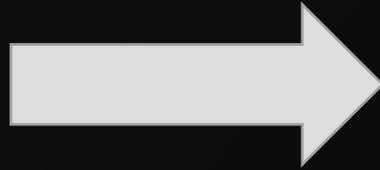
Maybe I don't
have the ability



I'm not sure I
can do it now
but I think I can
learn to

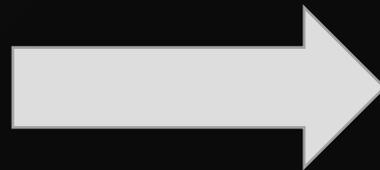
When Facing a Setback...

That would have
been a snap if I
really had talent



That's wrong. It
takes a lot of
practice to get
good at this

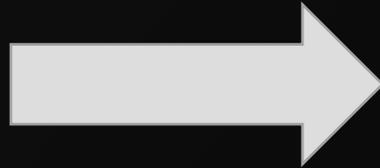
I knew it was a
risk. Now I've
shown the world
how limited I am



By taking this risk
I have learned
how to do this
task better

When Facing a Negative Feedback...

It's not my fault.
It was something
or someone else's
fault



If I don't take responsibility I
can't fix it. Let me listen—
however painful it is— and
learn what I can

This criticism
means "I thought
you were
capable but now I
see you're not"



I'm being
mentored,
someone is
investing in me

Key Tools

- What we say to ourselves matters
- Try to see the disruptions and your adaptation to them as a *process*
 - Not just for you but for others as well
- Recognise the pressures you place on yourself
 - Your perception of family expectations
 - Your self-expectations
 - Your perception of colleagues' expectations

Further Learning

Videos for Clinicians

Resilience Overview

Please start by watching one of two videos below to get an overview of the concept of resilience and a basic model.

There are two options, depending on how much time you have:



Short Video

An option if you don't have a lot of time
(5 mins)



Live Presentation (Recommended)

Much more fun, with colourful examples
(20 mins)

Tools for Wellbeing and Resilience

Once you have watched one of the above videos, you can watch these in any order:



Coping for You and Your Clinical Team

(6 mins)



Meaning for Clinicians

(8 mins)

<https://go.mbs.edu/resilience-during-covid-19/>

Further Learning

Jill Klein uploaded a video



Professor Jill Klein and Growth Mindset: Part 1

Jill Klein • 1 view • 1 minute ago

A short video explaining fixed versus growth mindset, focusing on how to switch from fixed to growth mindset thinking.

Jill Klein uploaded a video



Professor Jill Klein on Growth Mindset: Part 2

Jill Klein • No views • 37 seconds ago

Our second video illustrates how focus, effort and a well-designed process can help us to develop our abilities. Jill Klein is on faculty at Melbourne Business School and Melbourne Medical School ...

Jill Klein uploaded a video



Professor Jill Klein on Growth Mindset: Part 3

Jill Klein • No views • 2 minutes ago

Our final segment on growth mindset shows the importance of flexible thinking. Jill Klein is on faculty at Melbourne Business School and Melbourne Medical School at the University of Melbourne, Aus...

Further Learning



The Power of belief -- mindset and success | Eduardo Briceno | TEDxManhattanBeach

