

Growth Mindset!

Growth and Fixed Mindset are terms coined by an American teacher and academic, Dr. Carol Dweck. Dr. Dweck had a big cohort of students and noticed that after failure some of the students bounced back and some didn't, she put that down to whether the students had a fixed or growth mindset.

Students with a fixed mindset;

- were often more worried about looking smart rather than learning
- would stop trying for fear of failing
- would see setbacks as personal failures.

Students with growth mindset;

- were often interested in learning for learning's sake
- be willing to take risks and try new things
- knew that working hard and practicing helps us improve
- saw set backs as chances to improve and grow!

Please see below how you can promote Growth Mindset with your mentee (and personally)!





**REACH
OUT**

**Mentoring
that works**

Growth Mindset!

It's a part of your responsibility as a mentor to promote Growth Mindset, but don't just preach it—practice it yourself.

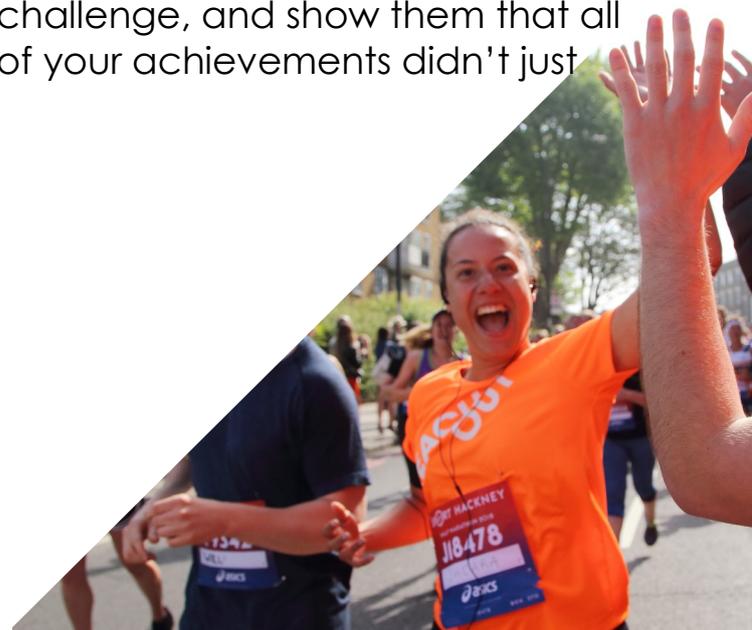
1 - Praise effort! Growth Mindset takes a lot of staying power and self-control. Make sure you give lots of positive feedback to your mentee. Effort is also about seeing the struggle as a chance to grow and develop, but also remembering that effort is different for each young person.

2 - Use good strategies. Find what works for your mentee, and adapt the time spent on academic work accordingly.

3 - Encourage proactive help seeking! Often our mentee's are worried about making a mistake in front of their peers, which then leads them to not ask for help. Start by improving your mentee's self confidence by asking them what they know about the subject already. Use social cues to notice when they are struggling and offer support - 'let's work through this together'.

4 - "I can't... yet!" This tactic is highly effective and simple method of promoting Growth Mindset. It not only changes the expectations of what one is saying, but it's also some what annoying! If you say "yet" after every time you hear your mentee say "I can't", you are almost challenging them to develop the "I can't" into a "I can".

5 - Be a role model. Have conversations with your mentee about times you've needed Growth Mindset to overcome a tough challenge, and show them that all of your achievements didn't just



If you have any further questions talk to your Volunteer Officer or Project Leader!