

Fixed Mindset Brain vs. Growth Mindset Brain

Fixed or Closed Minded followers of the crowd

Continues to follow old patterns and ideas. Does not test new ways of doing things.

Seeks to stay within the norm. Waits for someone else to make changes.

Reads about how to do things but does not put them into practice.

Action is limited by what others do or don't do. Will only go as far as the crowd. (Herd mentality) Will not speak against popular belief in groups.

Limited by (Group Think). Avoid conflict. Will not speak contrary to what the leaders teach.

Rarely corrects own errors in thinking, rarely investigates deeper into flawed beliefs. Believes everything is fine or good enough.

Takes action toward convenience and comfort. Seeks the easier, softer way. Half-measures.

Is controlled by 'Self-fulfilling Prophecy' and 'Learned Helplessness'.

Cognitive Dissonance is often unresolved. Comfort is more important than figuring things out or resolving conflict.

'Assimilates' new knowledge to avoid concentrated effort and problem solving. (See Piaget's Constructivism)

New learning rarely moves beyond level 2 on the Depth of Knowledge chart.

If any change, it is subtle and difficult to notice. Few or no noticeable changes in self.

Growth or Open Minded leaders toward change

Explores new ideas and test new ways of doing things.

Makes changes and takes new action even if it means discomfort or doing it alone.

Reads instructions and acts upon the instructions. Gains experience and gets results.

Not limited by 'Herd Mentality.' Takes new action others do not. Tests new ideas to see what happens. Questions the crowd & system.

Speaks the truth even if it disrupts or goes against the current system or authority.

Introspectively searches for errors in thoughts, beliefs, and understanding and makes corrections. (Thought Replacement)

Self-disciplined, willing to persevere each day, continues to grow and change with struggle.

Is only influenced, but not controlled, by 'Self-fulfilling Prophecy' and 'Learned Helplessness'.

Cognitive Dissonance is often resolved through collaboration, reflection, and investigation. Resolution & peace can be restored.

Experiences regular 'Accommodation' of knowledge at the cost of being changed. (See Piaget's Constructivism)

New learning regularly moves to levels 3 & 4 on the Depth of Knowledge chart.

A new identity is continually being created. Over time, change or growth is obvious to others.

Choice Empowerment

Revealing inward conditions few people will talk about.
A collaborative learning experience with videos. All are welcome.

Bicycle story - witness and discuss what it is like to do things differently in detail.

Passive vs. Active Learning - Passive learning involves observing, listening, and reading. Active learning involves more exploration, investigation, testing, and research. Acting upon our learning helps us learn more quickly, deeply, and correctly.

Cognitive Bias & reliance upon old ideas - See how we cling to our habits at the expense of learning better ways of doing things. "Nothing changes if nothing changes."

Preconception - Learn how our current understanding can guard against contrary new information. Once we know something, that knowledge can resist contrary information, even when the contrary information is correct. We ought to test new information with our beliefs to see what is best or correct.

Asch Conformity & Herd Mentality - Learn about pressures we feel within groups to conform and how we are all affected by them. Learning with the crowd can only teach us up to the level of the crowd. Growth moves beyond the norm. (See Bell Curve)

Milgram's Obedience Study - Learn how we do what our leaders tell us to do instead of doing what we believe within us to be right. (We give our choice power to others.)

Group Think - Learn how leaders in groups seek to control the group. Every group has a leader (person the group sees as authority). Group Think can resist growth. Groups ought to invite new contrary ideas that create change and be willing to try new things?

Self-fulfilling Prophecy - See how we seek to follow our current beliefs or popular beliefs with an effort to make them true and continue within their expectations.

Learned Helplessness - See how a series of failures can trigger a belief that we will fail and dampen our efforts or reduce our confidence toward success. "I believe I can't"

Cognitive Dissonance - Learn how normal it is to feel uncomfortable gaining new knowledge, wanting to resist it, and the struggle to choose action toward growth.

There is so much more that can be learned and experienced with this discussion group/class. If you are interested in transformation, leadership, or creating personal change of any kind I highly recommend this class.

For info on upcoming classes or other questions
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