



Mindset: The New Psychology of Success

How We Can Learn to Fulfill Our Potential

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World-renowned Stanford University psychologist Carol Dweck, in decades of research on achievement and success, has discovered a truly groundbreaking idea—the power of our mindset.

Dweck explains why it's not just our abilities and talent that bring us success—but whether we approach them with a fixed or growth mindset. She makes clear why praising intelligence and ability doesn't foster self-esteem and lead to accomplishment, but may actually jeopardize success. With the right mindset, we can motivate our kids and help them to raise their grades, as well as reach our own goals—personal and professional. Dweck reveals what all great parents, teachers, CEOs, and athletes already know: how a simple idea about the brain can create a love of learning and a resilience that is the basis of great accomplishment in every area.

My Synopsis:

Very interesting read about our ability to grow as individuals. As I'm working together with my wife to raise our kids, I know we're both trying to be intentional about how we're pouring into their young lives, but it's also a reflection of how each of us (my wife & I) were raised. Reading through Mindset, I saw differences in approach from how we were raised and see that being played out in real time. The mind is more powerful than I think most people give it credit for, yet it's also very difficult to change and grow...and there-in lies the conundrum of growth.

Mindset – The New Psychology of Success

How We Can Learn to Fulfill Our Potential

- p. ix Much of what you think of as your personality actually grows out of this “mindset”. Much of what may be preventing you from fulfilling your potential grows out of it.
- p. 3 **The Mindsets**
- p. 4 ...human qualities, such as intellectual skills, could be cultivated through effort.
- p. 5 ...not only do genes and environment cooperate as we develop, but genes *require* input from the environment to work properly.
- p. 5 ...it’s not always the people who start out the smartest who end up the smartest.
- p. 6 ...the view you adopt for yourself profoundly affects the way you lead your life.
- p. 6 ...fixed mindset = believing that your qualities are carved in stone.
- p. 7 ...growth mindset = the belief that your basic qualities are things you can cultivate through your efforts.
- p. 7 ...everyone can change and grow through application and experience.
- p. 14 The message is: You can change your mindset.
- p. 15 **Inside the Mindsets**
- p. 16 In one world, effort is a bad thing. It, like failure, means you’re not smart or talented. If you were, you wouldn’t need effort. In the other world, effort is what *makes* you smart or talented.
- p. 16 ...I divide the world into the Learners and non-Learners. – Benjamin Barber
- p. 17 It’s one thing to pass up a puzzle. It’s another to pass up an opportunity that’s important to your future.
- p. 18 Only people with a growth mindset paid close attention to information that could stretch their knowledge. Only for them was learning a priority.
- p. 21 People in a growth mindset don’t just *seek* challenge, they thrive on it.
- p. 21 If you only go through life doing stuff that’s easy, shame on you.
- p. 23 Challenge and interest went hand in hand.
- p. 24 How can we know where effort and time will take someone?
- p. 32 ...lurking behind that self-esteem of the fixed mindset is a simple question: If you’re *somebody* when you’re successful, what are you when you’re unsuccessful?
- p. 33 ...failure has been transformed from an action (I failed) to an identity (I am a failure).
- p. 33 Even in the growth mindset, failure can be a painful experience.
- p. 37 ...you aren’t a failure until you start to blame. – John Wooden
- p. 39 Smart or talented as they may be, (a fixed) mindset seems to rob them of their coping resources.
- p. 39 ...everyone knows you have to show up in order to win.
- p. 41 ...no matter what your ability is, effort is what ignites that ability and turns it into accomplishment.
- p. 42 Nothing is harder than saying “I gave it my all and it wasn’t good enough.”
- p. 43 You have to work hardest for the thing you love the most.
- p. 44 Think about what you want to look back and say. Then choose your mindset.
- p. 47 ...effort is crucial – no one can succeed for long without it – but it’s certainly not the only thing.

- p. 48 Before we judge, let's remember that effort isn't quite everything and that all effort is not created equal.
- p. 48 Believing talents can be developed allows people to fulfill their potential.
- p. 48 The growth mindset allows people to value what they're doing regardless of outcomes.
- p. 50 We all need to accept some of our imperfections, especially the ones that don't really harm our lives or the lives of others.
- p. 50 The growth mindset is a starting point for change, but people need to decide for themselves where their efforts toward change would be most valuable.
- p. 53 Next time you're tempted to surround yourself with worshippers, go to church. In the rest of your life, seek constructive criticism.
- p. 55 **The Truth About Ability and Accomplishment**
- p. 58 ...in the fixed mindset, a loser is forever.
- p. 59 For students with the growth mindset, it doesn't make sense to stop trying.
- p. 59 ...working hard was not something that made you vulnerable, but something that made you smarter.
- p. 61 ...studying to learn, not just to ace the test.
- p. 64 ...there's a lot of intelligence out there being wasted by underestimating students' potential to develop.
- p. 70 Just because some people can do something with little or no training it doesn't mean that others can't do it (and sometimes do it even better) with training.
- p. 72 ...when students were praised for effort, 90% of them wanted the challenging new task that they could learn from.
- p. 75 When stereotypes are evoked, they fill people's minds with distracting thoughts...
- p. 78 ...a growth mindset helps people to see prejudice for what it is – *someone else's* view of them – and to confront it with their confidence and abilities intact.
- p. 80 ...the growth mindset lets people...use and develop their minds fully.
- p. 81 Create an environment that teaches the growth mindset to the adults and children in your life...
- p. 82 **Sports: The Mindset of a Champion**
- p. 83 ...mindset was more important than talent.
- p. 86 The coach was taken aback by his willingness to work harder than anyone else.
- p. 86 The mental toughness and the heart are a lot stronger than some of the physical advantages you might have.
– Michael Jordan
- p. 90 As much as our culture talks about individual effort and self-improvement, deep down, he argues, we revere the naturals.
- p. 93 ...character grows out of mindset.
- p. 95 ...the mark of a champion is the ability to win when things are not quite right.
- p. 97 All of these people had character...people who worked hard, who learned how to keep their focus under pressure, and who stretched beyond their ordinary abilities when they had to.
- p. 97 Character is what allows you to reach the top and stay there.
- p. 98 Finding #1: those with the growth mindset found success in doing their best, in learning and improving.
- p. 99 Finding #2: Those with the growth mindset found setbacks motivating. They're informative. They're a wake-up call.
- p. 101 Finding #3: People with the growth mindset in sports (as in pre-med chemistry) took charge of the processes that bring success – and that maintain it.
- p. 102 Why didn't he take charge and learn how to perform well in spite of them? (the outside forces)

- p. 103 A superstar's talent can win games, but it's teamwork that wins championships.
- p. 104 ...just about every sport is in some sense a team sport. No one does it alone.
- p. 106 Worrying about being a nobody is not the mindset that motivates and sustains champions.
- p. 107 ...greatness does not come from the ego of the fixed mindset, with its somebody – nobody syndrome.
- p. 108 **Business: Mindset and Leadership**
- p. 109 ...people with the fixed mindset do not admit and correct their deficiencies.
- p. 110 ...they are constantly trying to improve
- p. 112 Fixed-mindset leaders, like fixed-mindset people in general, live in a world where some people are superior and some are inferior.
- p. 113 ...the people who preen their egos and look for the next self-image boost are not the same people who foster long-term corporate health.
- p. 114 They just did what they loved – with tremendous drive and enthusiasm – and it led where it led.
- p. 119 ...he opted out of the kind of learning that would have helped him succeed.
- p. 122 ...at critical decision points, they opted for what would make them feel good and look good over what would serve the longer-term corporate goals.
- p. 122 People like to believe they are as good as everyone says...and not take their weaknesses as seriously as they might.
– Morgan McCall
- p. 124 The minute a leader allows himself to become the primary reality people worry about, rather than reality being the primary reality, you have a recipe for mediocrity, or worse. – Jim Collins
- p. 124 When bosses become controlling and abusive, they put everyone into a fixed mindset.
- p. 125 ...they transformed their companies. They did this by rooting out the fixed mindset and putting a culture of growth and teamwork in its place.
- p. 127 ...there's only a razor's edge between self-confidence and hubris. – Jack Welch
- p. 128 ...I learned that I was really looking for people who were filled with passion and a desire to get things done. A resume didn't tell me much about that inner hunger. – Jack Welch
- p. 130 Let's put together in meetings the people who can help solve a problem, regardless of position.
– Lou Gerstner, IBM
- p. 130 Genius is not enough; we need to get the job done.
- p. 132 The fixed-mindset leaders were, in the end, full of bitterness, but the growth-minded leaders were full of gratitude.
- p. 135 Groupthink can happen when the group gets carried away with its brilliance and superiority.
- p. 135 ...when a fixed-mindset leader punishes dissent. People may not stop thinking critically, but they stop speaking up.
- p. 139 We now have a workforce full of people who need constant reassurance and can't take criticism.
- p. 139 If business doesn't play a role in developing a more mature and growth-minded workforce, where will the leaders of the future come from?
- p. 139 ...not only do those with a growth mindset gain more lucrative outcomes for themselves, but, more important, they also come up with more creative solutions that confer benefits all around.
- p. 140 ...it's always compelling for people to understand how dynamic the brain is and how it changes with learning.
- p. 140 ...training and experience can often draw out and develop the qualities required for successful performance.
- p. 141 ...we need to train leaders, managers, and employees to believe in growth, in addition to training them in the specifics of effective communication and mentoring.

- p. 142 Create an organization that prizes the development of ability – and watch the leaders emerge.
- p. 144 **Relationships: Mindsets in Love (or not)**
- p. 148 One problem is that people with the fixed mindset expect everything good to happen automatically.
- p. 150 Mind reading instead of communicating inevitably backfires.
- p. 152 The second big difficulty with the fixed mindset is the belief that problems are a sign of deep-seated flaws.
- p. 156 The belief that partners have the potential for change should not be confused with the belief that the partner *will* change.
- p. 158 The growth mindset allowed me to give up the blame and move on.
- p. 173 **Parents, Teachers, and Coaches: Where Do Mindsets Come From?**
- p. 175 Praising children's intelligence harms their motivation and it harms their performance.
- p. 176 If parents want to give their children a gift, the best thing they can do is to teach their children to love challenges, be intrigued by mistakes, enjoy effort, and keep on learning.
- p. 177 ...we should keep away from a certain *kind* of praise – praise that judges their intelligence or talent.
- p. 182 ...children need honest and constructive feedback.
- p. 182 Withholding constructive criticism does not help children's confidence; it harms their future.
- p. 186 Don't judge. Teach. It's a learning process.
- p. 189 ...the best for their children...fostering their interests, growth, and learning.
- p. 193 Lowering standards just leads to poorly educated students who feel entitled to easy work and lavish praise.
- p. 194 The great teachers believe in the growth of the intellect and talent, and they are fascinated with the process of learning.
- p. 195 Success is not coming to you; you must come to it.
- p. 199 When students don't know how to do something and others do, the gap seems unbridgeable...Growth-minded teachers tell students the truth and then give them the tools to close the gap.
- p. 201 ...we make a mistake if we think any student stops caring.
- p. 201 ...a good teacher is one who continues to learn along with the students.
- p. 207 You have to apply yourself each day to becoming a little better. By applying yourself to the task of becoming a little better each and every day over a period of time, you will become a *lot* better. – Coach John Wooden
- p. 209 ...concern, compassion, and consideration were always priorities of the highest order – Coach John Wooden
- p. 210 Success lulls you. It makes the most ambitious of us complacent and sloppy. – Pat Summitt
- p. 213 **Changing Mindsets**
- p. 213 The growth mindset is based on the belief in change...
- p. 214 Even when you change, the old beliefs aren't just removed...instead, the new beliefs take their place alongside the old ones.
- p. 217 Observe. Learn. Improve. Become a better _____.
- p. 219 ...the brain forms new connections and "grows" when people practice and learn new things...
- p. 221 Because they were not taught to think differently about their minds, they were not motivated to put the skills into practice.
- p. 226 ...opening yourself up to growth makes you *more* yourself, not less.
- p. 229 Everyday people plan to do difficult things, but don't do them.
- p. 230 Many people with the fixed mindset think the *world* needs to change, not them.
- p. 232 People in a fixed mindset often run away from their problems.

- p. 233 It was an evolving thing that had stopped developing for lack of nourishment.
- p. 235 Questions to ask around the growth mindset:
1. What did you learn today?
 2. What mistake did you make that taught you something?
 3. What did you try hard at today?
- p. 238 Studying now has a new meaning...It's about learning things and thinking about them in interesting ways.
- p. 240 ...remember that willpower is not just a thing you have or don't have. Willpower needs help.
- p. 244 Mindset change is not about picking up a few pointers here and there. It's about seeing things in a new way.
- p. 246 Change can be tough, but I've never heard anyone say it wasn't worth it.