

A growth mindset is the belief that one's intelligence and skills can develop over time, especially with effort and a positive attitude. It's often contrasted with a fixed mindset that assumes intelligence and skills are inherent and unchanging.

Fixed Mindset examples	Growth Mindset examples
I'm not good at this	What am I missing?
I give up	I'll use a different strategy
It's good enough	Is this really my best work?
This is too hard	This may take some time
I made a mistake	Mistakes help me to learn
I'll never be that smart	I can learn how to do this
Plan A didn't work	There is always a Plan B



Imposter Syndrome can sometimes be the result of a fixed mindset. Because we feel overwhelmed, got a low grade on an assignment, or are different than some of the people we meet, we can convince ourselves that we don't actually belong at ND and are frauds. You belong here and you matter!

Cultivate a Growth Mindset

- **Know yourself: be honest about your strengths and your limitations**
- **Be clear on why/how you want to change**
- **Identify role models to learn from**
- **Failure is not about inability, but part of the process of learning**
- **Change your language/self-talk, use "yet"**
- **See challenges as opportunities**
- **Learn from your mistakes**
- **Stop seeking approval from others**
- **Celebrate others' successes**
- **Reward actions and effort in self and others**
- **Practice self-compassion**
- **Improvement, not perfection, is the goal**
- **Make time for rest and relaxation**

It's natural to have a growth mindset about certain topics, and a fixed mindset about others. Make sure that you're not limiting your potential because of a fixed mindset!

Works Consulted: Dweck, Carol S. *Mindset: The New Psychology of Success*. 2016; Wool, Maggie. "A growth mindset is a must-have – these 13 tips will grow yours." 26 Jul. 2021, <https://www.betterup.com/blog/growth-mindset>; Dweck, Carol S. "What Having a Growth Mindset Actually Means." 13 Jan. 2016, <https://hbr.org/2016/01/what-having-a-growth-mindset-actually-means>.