Youth Employment Services - YES

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Future Skills: growth mindset and dealing with disruption

Participant Workbook

**Growth Mindset and Dealing with Disruption**

**Overview and Purpose**

This workshop introduces the key concepts in growth mindset including how your brain works, the definition of fixed mindset and growth mindset, dealing with failure, grit, dealing with disruption and the power of belief. You will take part in activities to define and then explore the concepts. You will also practice strategies to encourage a growth mindset that you have learned.

**Time**

The workshop is between three and six hours long.

**Learning Outcomes**

At the end of this workshop you will be able to:

1. Understand how the brain responds when developing new habits.
2. Define growth mindset and fixed mindset.
3. Recognize fixed mindset behaviours.
4. Reframe fixed mindset behaviours to become growth mindset behaviours.
5. Understand that many famous figures have overcome failure and identify some strategies they may have employed.
6. Define the concept of grit and why it matters.
7. Define disruption and identify strategies to adjust to disruption.
8. Analyze how a growth mindset can contribute to your personal success.

**Leading Questions**

As you complete this workshop, you will think about and answer the following questions:

1. What is a fixed mindset? What is a growth mindset?
2. Do you think it is possible to make the switch from a fixed mindset to a growth mindset? Why or why not?
3. What needs to be in place to make the switch from a fixed mindset to a growth mindset?
4. What does failure really mean? How can we overcome it?
5. What does disruption mean?
6. How can people react to disruptive situations?
7. What can make us think differently about disruption?
8. How can having a growth mindset lead to success?

**Workshop Agenda**

Introductions and Workshop Overview

1. How Your Brain Works
2. Growth Mindset Explained
3. Making the Change
4. Famous Failures
5. Grit – Traits That Matter
6. What Is Disruption?
7. Dealing With Disruption
8. The Power of Belief – Mindset and Success
9. Review and Wrap-Up

**1. How Your Brain Works**

*1.1 Neuroplasticity*

|  |  |
| --- | --- |
|  | Watch the video: *Neuroplasticity* – <https://youtu.be/ELpfYCZa87g>  What did you find…   * Interesting? * Surprising? * Important? |

**2. Growth Mindset Explained**

A **fixed mindset** is when people believe their qualities are fixed traits and therefore cannot change.

A **growth mindset** is when people believe that the ability to learn is not predetermined and that you can change your ability with effort.

|  |  |
| --- | --- |
|  | Watch the video: *Growth Mindset vs. Fixed Mindset* -  <https://youtu.be/KUWn_TJTrnU>  Do you think it is possible to make the switch from a fixed mindset to a growth mindset? Why or why not?  What needs to be in place to make the switch from a fixed mindset to a growth mindset? |

**3. Making the Change**

|  |  |
| --- | --- |
|  | Add 3 statements to the list of Fixed Mindset statements in the left column.  Rewrite the statements to make them Growth Mindset statements in the right column. |

|  |  |
| --- | --- |
| **Fixed Mindset** | **Growth Mindset** |
| Great job! You’re really smart!  I’m not good at this subject. |  |

**4. Famous Failures**

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| --- | --- |
|  | Review the list below and choose 5 people you want to focus on.  Review what the failure was for each person.  Brainstorm ideas for what each person might have done to overcome the failure. |

|  |  |  |
| --- | --- | --- |
| **Person** | **Failure** | **Possible Ways They Could Overcome the Failure** |
| Michael Jordan | *Cut from his high school basketball team* |  |
| Alfred Einstein | *Unable to speak as a young child, under-rated* |  |
| Oprah Winfrey | *Demoted from on-air position, not fit for television* |  |
| Walt Disney | *Fired from newspaper job, criticized for lacking imagination* |  |
| Lionel Messi | *Cut from his youth soccer team due to being small in size* |  |
| Steve Jobs | *Removed from the company he started* |  |
| Eminem | *High school dropout and drug addict* |  |
| Thomas Edison | *Told he was too stupid to succeed* |  |
| The Beatles | *Told they had no future in show business* |  |
| Dr. Seuss | *Book rejected by 27 publishers* |  |
| Abraham Lincoln | *Failed in business and defeated in 8 elections* |  |

*“If you’ve never failed, you’ve never tried anything new.” – Albert Einstein*

|  |  |
| --- | --- |
|  | What does this statement mean to you? |

Follow up with someone who you are interested in and search the internet, pick up their biography at the library or a bookstore and learn more about how they dealt with setbacks in their journey.

**5. Grit: Traits That Matter**

**Grit** is passion and perseverance for very-long term goals. Grit is a combination of self-control, passion and perseverance. **Passion** leads us to pursue careers that we love and if we love what we are doing we will work hard to succeed. **Self-Control** allows us to wait even if something looks very attractive. **Perseverance** is the will to keep fighting despite obstacles to complete tasks.

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|  | Watch the video: *GRIT: Traits that Matter for School, Work, and Life*  <https://youtu.be/vzle_Puyg5o>  What did you find…   * Interesting? * Surprising? * Important? |

*“We are what we repeatedly do. Excellence is not an act but a habit.” – Aristotle*

**6. What Is Disruption?**

A **disruptive innovation** is an innovation that creates a new market and value network and eventually disrupts an existing market and value network, displacing established market-leading firms, products, and alliances.

**7. Dealing With Disruption**

|  |  |
| --- | --- |
|  | Watch the video: *The Stages of Business Disruption* <https://youtu.be/maKZ24qq-Ec>  Add your responses to the worksheet below. |

*The Stages of Business Disruption*

|  |  |
| --- | --- |
| **Stage 1** | **Disruption Brings Exponential Change** |
| How did the baker react? |
| **Stage 2** | **Exponential Change Brings Unlimited Possibility** |
| What made the baker start to think differently? |
| What did the baker do once he began to think differently? |
| **Stage 3** | **Unlimited Possibility Brings Rising Customer Expectations** |
| What happened once he re-branded as a gluten-free bakery? |
| **Conclusion** | **Disruption Brings Opportunity** |
| How did the baker respond? |

**8. The Power of Belief – Mindset and Success**

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|  | Watch the video: *The Power of Belief - Mindset and Success*  <https://youtu.be/pN34FNbOKXc>  Three things that stood out in the video to me are:  1.  2.  3. |

*8.1 Seven Actions to Develop a Growth Mindset*

***Start*** – that is the first critical step.

***Reflect*** – Think about all of the skills that you have built throughout your life and how you have advanced them.

***Do a Bit of Research*** – Learn about neuroplasticity will allow you to recognize that your brain’s capacity to grow is much greater than you probably thought. It will help you see that your brain is physically capable of growing and, therefore, your skillset is capable of growing as well.

***Seek Out Learning Opportunities*** – Specifically, seek out a learning opportunity that you think you’re “not cut out” for.

***Cultivate Grit*** – Your grit defines your perseverance to meet your goals. It is the amount of effort you are willing to put forth to accomplish something and your willingness to keep moving–no matter how difficult things get–when the reward is far away. In order to have a growth mindset, you have to cultivate grit.

***Keep a Journal for 21 Days*** – This activity will challenge you to start trying new things every day for 21 days. As long as it challenges you and steers you out of your comfort zone, this growth mindset activity will be effective.

***Try New Learning Strategies*** – Adults need to self-direct their learning, meaning they do it at their own pace and they learn what they want to learn. Adults also have to be able to have a relevant experience to help retain what they’re learning. Finally, adults need to be working toward a goal or have a purpose for learning.

Source – [www.developinggoodhabits.com](http://www.developinggoodhabits.com)

**9. Review and Wrap-Up**

*9.1 Workshop Review*

1. How Your Brain Works

2. Growth Mindset Explained

3. Making the Change

4. Famous Failures

5. Grit – Traits That Matter

6. What Is Disruption?

7. Dealing With Disruption

8. The Power of Belief – Mindset and Success

9. Review and Wrap-Up

*9.2 Assessment - 3.2.1 Assessment*

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|  | Reflect on the workshop and complete the questions.   * What are 3 things I've learned? * What are 2 things I want to learn? * What is 1 question I still have? |

*9.3 Ask Any Final Questions.*

**10. Additional Resources**

***Mindset: The New Psychology of Success***, Carol S. Dweck (2007)

***Mindset: How You Can Fulfill Your Potential***, Carol S. Dweck (2012)

***Grit***, Angela Duckworth (2016)