

Mindset

The new psychology of success

How we can learn to fulfill our potential

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Intro

In this book, 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.

- A fixed mindset is one in which you view your talents and abilities as... well, fixed.
 - you are who you are
 - your intelligence and talents are fixed
 - your fate is to go through life avoiding challenge and failure.
- Growth mindset = you see yourself as fluid, a work in progress.
 - Your fate is one of growth and opportunity

Big Ideas

- Comparing the 2 mindsets
- Applications/Examples from Real Life
 - Sports: The mindset of a champion
 - Business: Mindset and Leadership
 - Relationships: Mindsets in love

Comparing

- Not Yet v/s Now
 - Fixed: Where/Who/What I am right now is all there is
 - Growth:
 - I'm not who I want to be – YET.
 - You cannot determine the slope of a line given only one point
 - A single point in time does not show trends, improvement, lack of effort, or mathematical ability....
 - Approaching life with Not Yet mindset
 - I don't know it – Yet
 - I am not good at it – Yet

- Effort over Gift

- Fixed Mindset

- Efforts is a bad thing.
 - Means you're not smart or talented.
 - If you were, you wouldn't need effort.
 - Worst fear = Trying and Failing
 - Proving Mindset
 - success is about proving you're smart or talented.
 - validating yourself.

- Growth

- Effort = +ve , constructive force
 - for no matter what your ability is
 - effort is what ignites that ability
 - Effort turns ability into accomplishment.
 - Mozart labored for more than ten years until he produced any work that we admire today.

- Process over outcome

- Fixed

- Belief: Everything is about this outcome

- The urgency to succeed
 - Must succeed perfectly and immediately.
 - Who can afford the luxury of trying to grow
 - when everything is on the line right now?
 - If you fail, or if you're not the best- it's all been wasted.

- Growth

- Love the process
 - Enthusiasm for what they do
 - Continue to love it in the face of difficulties.

- Learning and Growing v/s Rejection and Failure

- Fixed

- If You Have Ability, Why Should You Need Learning?
 - "Becoming is better than being." The fixed mind does not allow people the luxury of becoming. They have to already be.
 - I'm Flawless
 - Beating yourself up for Failing at a certain outcome
 - You are a finished product

- Growth

- Success is about stretching themselves. It's about becoming better
 - Stretching Beyond the possible
 - If you only go through life doing stuff that's easy, shame on you.
 - The passion for stretching yourself and sticking to it, even (or especially) when it's not going well, is the hallmark of the growth mindset.
 - the love of challenge, belief in effort, resilience in the face of setbacks, and greater (more creative!) success ?
 - failure is about not growing.
 - It means you're not fulfilling your potential.
 - They know that setbacks will happen. The question is – what can I learn

Real Life - Sports

- Babe Ruth
 - Started as a pitcher
 - being a pitcher helped Ruth develop his hitting.
 - He was not afraid to fail
 - "He could experiment at the plate."
 - "No one cares much if a pitcher strikes out or looks bad at bat, so Ruth could take that big swing.
 - As time went on, he learned more and more about how to control that big swing and put the wood on the ball.
 - he came to believe that scoring runs -was much more about process than about talent.
- Michael Jordan
 - Hardest working athlete in history of sport
 - Even at the height of his success and fame- after he had made himself into an athletic genius- his dogged practice remained legendary.
- Muhammad Ali
 - Was not a natural
 - He boxed all wrong.
 - Great speed but he NOT the physique of a great fighter.
 - Ali's brilliance was his mind. His brains, not his brawn.
 - He once said "all victories come from here,"
 - hitting his forehead with his index finger.
 - Then he raised a pair of fists, saying. "Not from here."
- Character
 - comes out of a growth mindset
 - Great Athletes - 'More than ability, they have character.'
 - And second, that character can be learned.

Real Life - Business

- Fixed

- Company Culture w/ No courage and innovation
- Scared of being judged
- Scared of failing

- Growth

- Create an organization that prizes the development of ability- and watch the leaders emerge.
- Wanting to experiment and grow

Real Life - Relationships

- Fixed:
 - 1. If You Have to Work at It, It Wasn't Meant to Be
 - Expect everything good to happen automatically.
 - That being in love means never having to do anything taxing.
 - 2. Problems Indicate Character Flaws
 - Belief that problems are a sign of deep- seated flaws.
 - But just as there are no great achievements without setbacks
 - there are no great relationships without conflicts and problems along the way.
 - THE PARTNER AS ENEMY
- Growth:
 - Effort is Required NOT Optional
 - A no-effort relationship is a doomed relationship, not a great relationship.
 - good, lasting relationship comes from effort and from working through inevitable differences.
 - there is a constant tension...between the forces that hold you together and those that can tear you apart.
 - There will be problems
 - don't expect magic.
 - Problems = Vehicles for growth of relationship and self
 - Relationship expert Danial Wile says that choosing a partner is choosing a set of problems. There are no problems- free candidates. The trick is to acknowledge each other's limitations, and build from there.