



**"Greater energy and greater passion is more extraordinary than greater genius."
— Lt. General Arjun Ray, (Retd.), PVSM, VSM**

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Dear Friends,

Growth mindset vs Fixed mindset

In an ever-changing world, it is not the knowledge or skills or innate talents that one possesses, but one's ability to learn and adapt to a changing environment.

The key factor in one's ability to learn is one's mindset. There are two categories of mindsets: fixed mindset and growth mindset.

In a fixed mindset, growth is not a priority. The person expects that their innate talents are sufficient to handle any crisis situation; and if not, then it is a disparagement of their skills. In education, teachers may experience varying levels of understanding in the classroom. The fixed-mindset teacher will blame the student's ability or effort – not considering that the teaching method could be adapted to the student's learning style.

In contrast, the person with a growth mindset views challenges, obstacles and setbacks as an opportunity to learn a new way of dealing with a situation. When faced with a difficult student, the growth-mindset-oriented teacher will reconsider their teaching style and methods; they will explore new ways to engage the student until they are successful. This is what feeds intrinsic motivation, not



the carrot or the stick! Moreover, a child learns that effort, good teaching and persistence shows the way to progress and success. This is available to anyone and to everyone.

One's mind-set is not necessarily the same across all perspectives and beliefs. While one may have a fixed mindset about ~~the~~ academics (one must have innate talent in order to study rocket science), one may have a growth mindset about ~~the~~ music (with practice, dedication and tutoring, one can learn to play the guitar).

Mindsets can be influenced by the people around us: family, friends, teachers and even the media. The mindset of a teacher can be perceived in the way a teacher praises or criticizes a child. The fixed mindset praises the end result or achievement ("*well done!*"), whereas the growth mindset praises the process ("*this looks like it took a lot of effort!*"). With the growth mindset approach, teachers teach students to value learning and effort, they become less judgmental and the child will feel more motivated to learn.

At all times, a growth mindset in the teacher affects student outcomes. It is only with the growth mindset approach that teachers can unlock their own potential and that of their students.

With warm regards,

A handwritten signature in black ink that reads "Arjun Ray". The signature is written in a cursive style and is positioned above a horizontal line.

**Lieutenant General Arjun Ray, PVSM, VSM (Retd.)
Chief Executive Officer
Indus Trust**