



**"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

Growth is an intrinsic process of the Law of Evolution. Had this been otherwise human beings would have remained chimpanzees, even today! The entire premise of the growth-mindset is based on the concept that **man is not born with a fixed IQ or talent**. On a micro scale, growth happens in each and every one of us. Our collective growth contributes to the growth of mankind.

For an individual to undergo meaningful growth, it must be transformational and take place concurrently across four dimensions: **spiritual, physical, emotional and mental**.

When working with the pliable minds of the young, teachers must address these four dimensions and create an environment that encourages the growth mind set in students. A nurturing environment can be created by ensuring the following preconditions:

- a. The teacher strives for self-renewal or “sharpening the saw”
- b. The motivation to learn is present (self-directed learning is an effective method)
- c. The teacher has the primary competencies of disposition, pedagogy and context

The above preconditions must happen simultaneously.



In a world that is 24x7x365, work and life simply cannot be compartmentalized, and new initiatives for growth treated sequentially. Consider this: will any parent say that this year his child will only learn how to walk, next year how to speak, then writing, then good manners? Insisting on sequential changes flies in the face of developing a growth mind set.

We must be prepared to multi-task when taking up the goal of developing a growth mind set. We must be prepared to put in the greatest efforts necessary, for the greatest investment one can make is in oneself, and the greatest reward is one's self-growth.

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 thin horizontal line.

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