

Cultivating a Growth Mindset

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**It's time to
reconfigure your
environment**



**Getting
Hammered!**

Functional Fixedness

- Tendency to see the functions of different objects in the way you usually use them.
- **Blocks** our ability to see its utility for **other purposes**.
- Many problems might require the **problem-solver** to use an object in the solution in an **unusual way**.



SYSTEM 1

Intuition & instinct

95%

Unconscious
Fast
Associative
Automatic pilot

SYSTEM 2

Rational thinking

5%

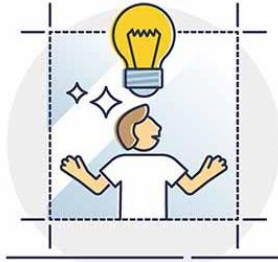
Takes effort
Slow
Logical
Lazy
Indecisive



Source: Daniel Kahneman

<https://www.rogerleishman.com/2017/12/thing1.html>

COGNITIVE BIASES



**CONFIRMATION
BIAS**



**LOSS
AVERSION**



**GAMBLER'S
FALLACY**



**AVAILABILITY
CASCADE**



**FRAMING
EFFECT**



**BANDWAGON
EFFECT**



**DUNNING-KRUGER
EFFECT**



Bounded rationality

- We are constantly making decisions with **insufficient data**, information, abilities and memory.
- We need to **select** which information we should collect and **prioritize it**.
- Our decision process *is bounded by practical, often cognitive, factors* (Simon, 1957).





How can we get better at solving problems and driving disruptive solutions?



Not doing “business as usual” requires more than conventional thinking...



How can we get better at solving problems and driving disruptive solutions?

- Engaging in practices that kick up our System 2 and make us look at problems in a different light.
- Taking a step back to look at the bigger picture.
- Cultivating a **growth mindset**.

The CREW at IdeaSquare



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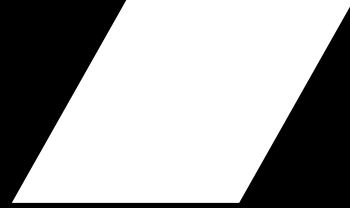


Dina Zimmermann
Prototyping



Growth mindset

What does growth mindset mean and why is it important?



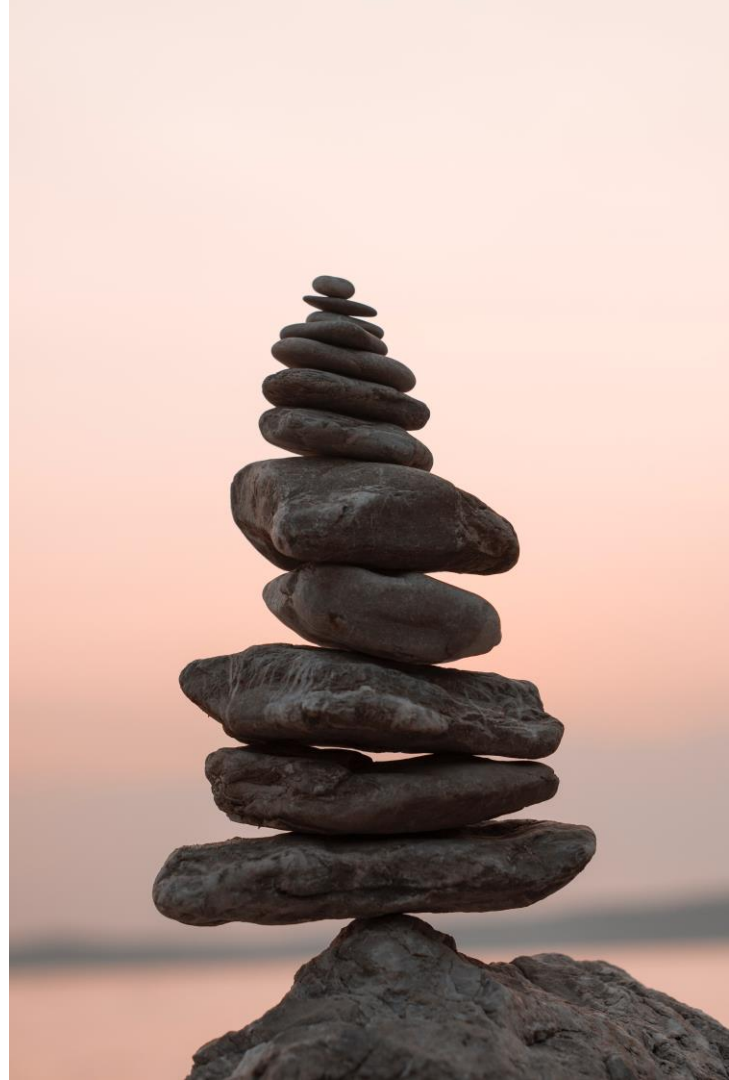
“Mindset change is not about picking up a few pointers here and there. It's about seeing things in a new way.”

Dr. Carol Dweck, *Mindset: The New Psychology of Success*

What does “mindset” mean?

“...a mindset is a set of assumptions, methods, or notions held by one or more people or groups of people.” (Cambridge English Dictionary)

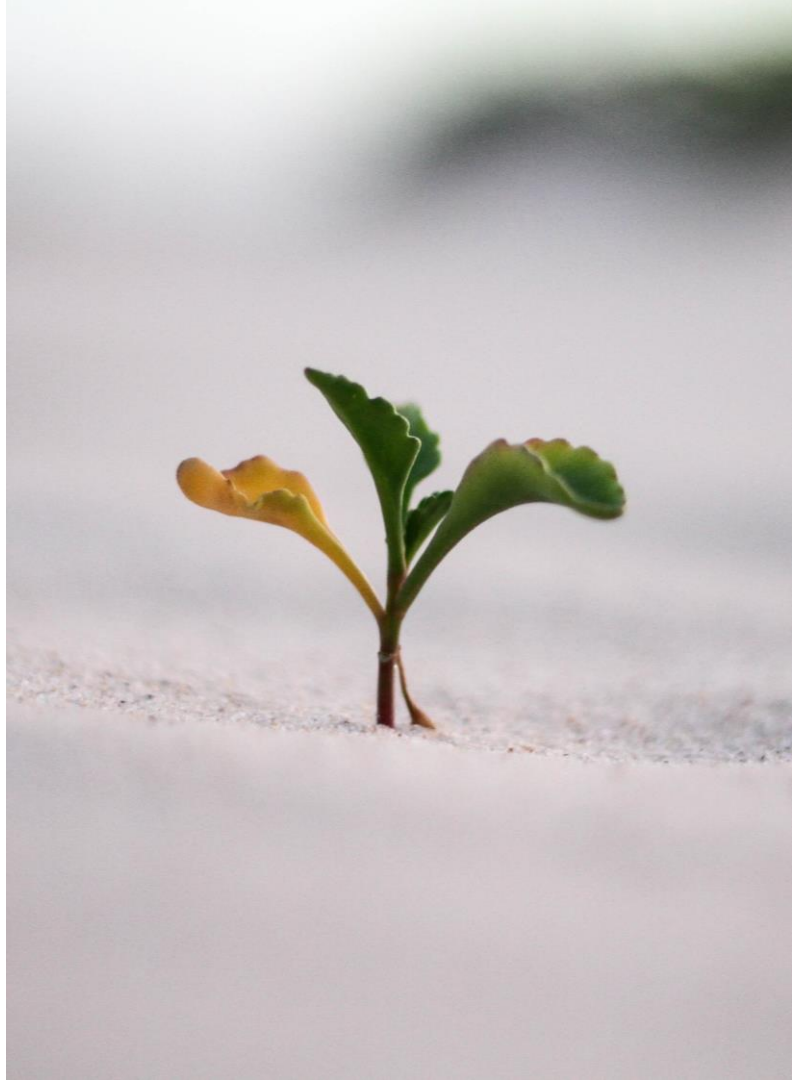
“in cognitive psychology, a mindset represents the cognitive processes activated in response to a given task” (French, 2016)



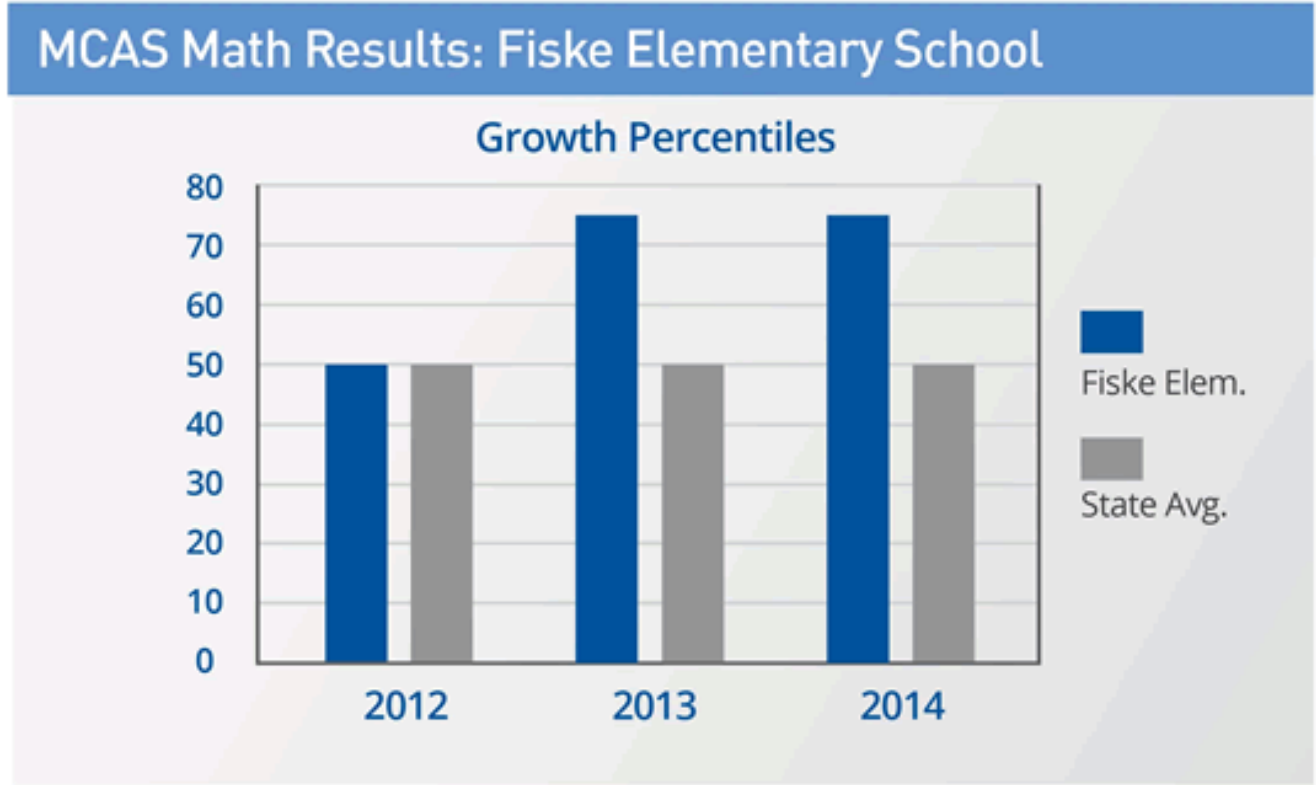
Growth Mindset

“Why waste time proving over and over how great you are, when you could be getting better?”

Photo by [Jeremy Bishop](#) on [Unsplash](#)



Case Study: Fiske Elementary School



**Case Study:
Chicago
High School**







The power of "not yet"



“If you get a failing grade, you think, „I’m nothing, I’m going nowhere.“ But if you get the grade ‘not yet’, you understand that you’re on a learning curve. It gives you a path into the future.”

Dweck, 2014



**2 truths
and
1 “not yet”**

Fixed mindset

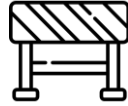


Intelligence is static/
desire to look smart

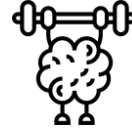
Avoid
challenges



Give up easily



See effort as
fruitless or
worse



Ignore useful
negative feedback



Feel threatened
by the success of
others



Fixed mindset



Intelligence is static/
desire to look smart

Growth mindset



Intelligence can be
developed/ desire to
learn

Avoid
challenges



Embrace
challenges

Give up easily



Persist in the
face of
setbacks

See effort as
fruitless or
worse



See effort as the
path to mastery

Ignore useful
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Learn from
criticism

Feel threatened
by the success of
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Find lessons and
inspiration in the
success of others



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**Supporting each
other's growth
journeys**



Sources



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- French, R. P. II. (2016). The fuzziness of mindsets: Divergent conceptualizations and characterizations of mindset theory and praxis. *International Journal of Organizational Analysis*, 24(4), 673–691. <https://doi.org/10.1108/IJOA-09-2014-0797>
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https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve
- Stanford University's Carol Dweck on the Growth Mindset and Education". OneDublin.org. 2012-06-19.



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