

# Thrive 365 #17

## Did you know?

**Fixed mindset** - a belief that people are born with a fixed amount of a certain quality (e.g. intelligence) and that the amount is fixed and unchanging.

**Growth mindset** - a belief that with effort, anyone can improve and get better at things.

People with fixed mindsets who believe they are 'able' can have higher levels of anxiety because they want to avoid making mistakes. People with fixed mindsets who believe they are 'not able' might avoid tasks for fear of 'looking stupid' or lack motivation to try.

## What can you try?

### 1. Listen to the things you say

Notice your thoughts. People with a fixed mindset often think things like: 'I'm no good at this', 'some people are just naturally talented' or 'it's too hard'. Try to switch these to 'growth mindset' thoughts: 'I need more practise at this', 'talent exists but effort is also important', 'I'll get better at this'.

### 2. Consider how you view others

Think about a person you respect and look up to. Consider if that person is 'perfect'. Have they made mistakes? Have they gotten things wrong sometimes? Has that ever made you respect them less?

### 3. Reframe your 'failures'

Before inventing the lightbulb, Thomas Edison famously said 'I have not failed, I have just found 10,000 ways that don't work'. It is effort and persistence that counts.

*We hope you find this knowledge useful. Warm wishes, Claire and Rachael, Dragonfly Co-founders.*

**TALKS**

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