Resilience: Lesson 1
Fixed vs. Growth Mindset

21st Century Skills Series
Resilience: Attributes

- Believes in personal growth and change by seeing new knowledge and skills as a way of life, not just a one-time thing.

- Sets priorities and goals, anticipates possible consequences, and has back-up plans.

- Bounces back when things go wrong. Figures out what happened and how to learn from it when making future decisions.

- Listens to others’ views while also speaking up for oneself in order to learn from feedback and resolve conflicts.
All the characteristics of Resilience are enhanced when you have a Growth Mindset rather than a Fixed Mindset.

What did your self-assessment results reveal about your mindset?
Psychology researcher Carol Dweck developed the theory of “fixed” versus “growth” mindsets:

- Fixed mindset individuals believe their basic abilities, intelligence, and talents are set traits. They have a certain amount, and that’s it. Some people are lucky, some aren’t.

- Growth mindset individuals believe their talents and abilities can be developed through learning, effort, and persistence. Not everyone will be brilliant, but everyone can improve.

- Kids who grow up with praise for being talented and smart are more likely to develop a fixed mindset. Those praised for trying and working hard are more likely to develop a growth mindset.
Does Jane have a fixed or growth mindset?

What ways does she show resilience, or a lack of it?
Fixed Mindset

...avoid challenges, give up easily, see effort as not worth it, ignore useful criticism, and feel threatened by the success of others.
Growth Mindset

... embrace challenges, persist after setbacks, see effort as a means to mastery of skills, learn from criticism, and find lessons and inspiration in the success of others.
Growth mindset works because it relates to the **Neuroplasticity** of your brain:

- Capable of growing new brain cells throughout your entire life
- Intelligence/skills can be increased with the right stimulus for your brain
- The more time and effort you put into something (the more resilient you are) the more your brain develops
- Just accepting the concept of plasticity actually starts increasing brain development

[https://www.youtube.com/watch?v=ELpfYCZa87g](https://www.youtube.com/watch?v=ELpfYCZa87g)
Practicing a Growth Mindset

CHANGE THE FOLLOWING FROM A FIXED MINDSET STATEMENT TO A GROWTH MINDSET STATEMENT:

1. I’m not good at this.
2. This is too hard.
3. It’s good enough.
4. I made a mistake.
5. I’m awesome at this!

Ex. I’m awesome at this!
Could become: I’m on the right track.
This keeps you in the mindset of trying & improving.
Wheel of Life

Time to set goals to help practice a growth mindset!

Remember the core qualities of resilience:

- Prioritize
- Make plans
- Manage your time
- Identify and try to reduce stress
- Put in effort
- Re-evaluate: what worked, what didn’t, how do you move forward?
Wheel of Life:
Your Plan for the Month

- Create a wheel with categories based on your priorities
- Map out how prepared you feel for each
- On the back, write action steps for each category
- Look back in a month. What did you accomplish, what still needs to be done?
Next Steps: Practice!

LinkedIn and New World of Work have partnered to provide suggested next steps after each of the 21st Century Skills lessons.

Go to: www.linkedin.com/learning

These videos will help you continue to explore Resilience. You can earn certificates of completion to post on your LinkedIn profiles along with any of your digital badges and skills verifications.

Courses:
- **Achieving Your Goals**
- **Balancing Work and Life**

Videos:
- Learn the importance of goal setting
- Set priorities
- Learning from your mistakes
- Giving feedback
- Building new skills
- Resolving conflict
- Prioritization overview