

North

BOUND



THRIVE!



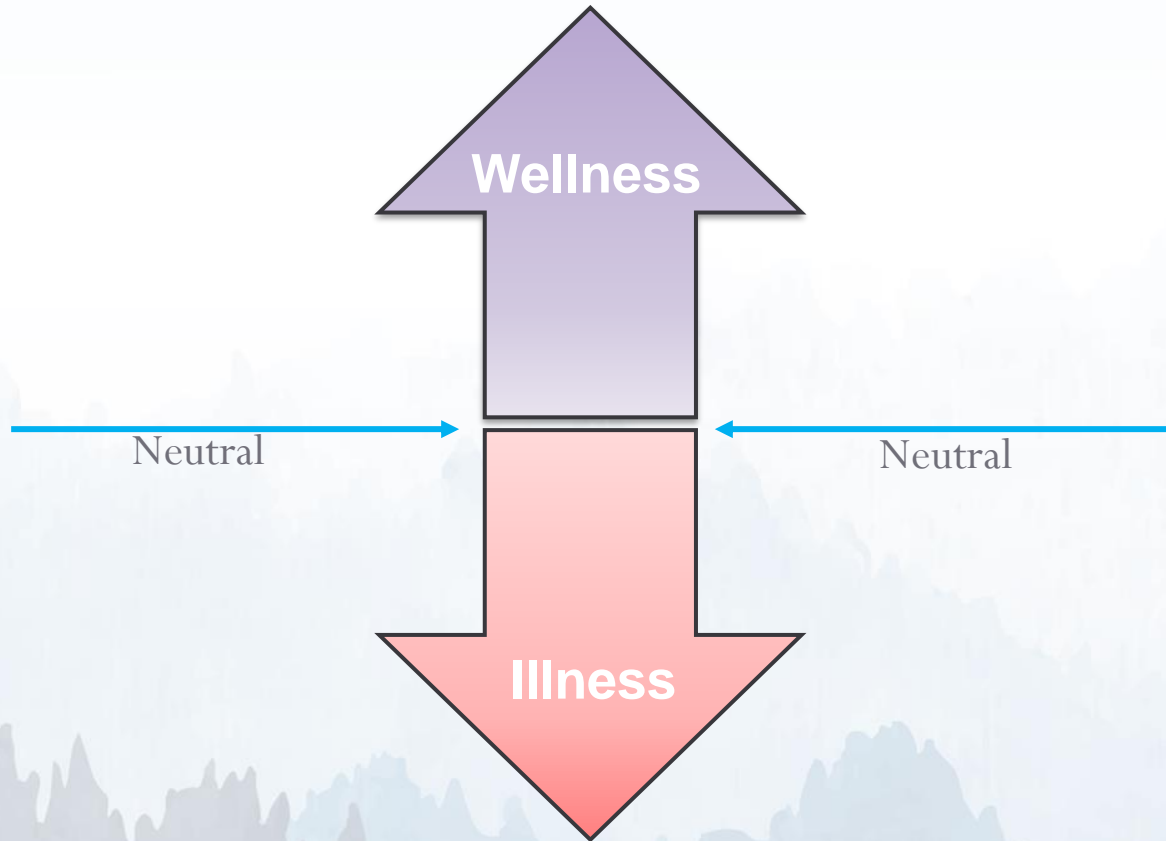
A WELL-BEING SERIES
BY NORTHBOUND

MANAGING YOUR MINDSET:
HOW TO PARTNER WITH YOUR
BRAIN

Hello!



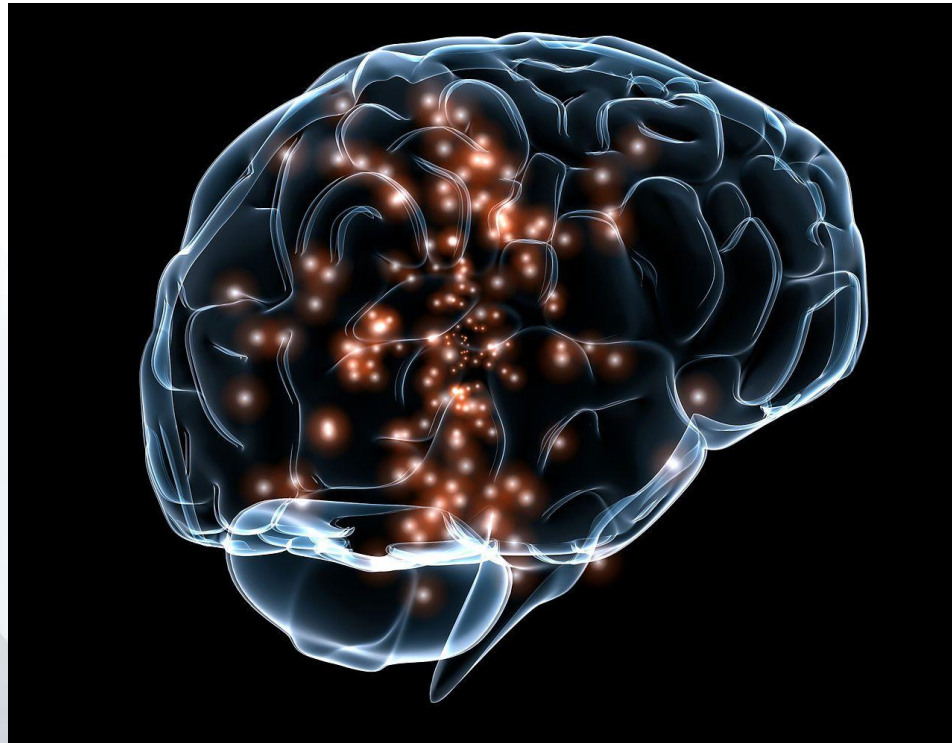
“North of Neutral”



You Can't Teach an Old Dog New Tricks

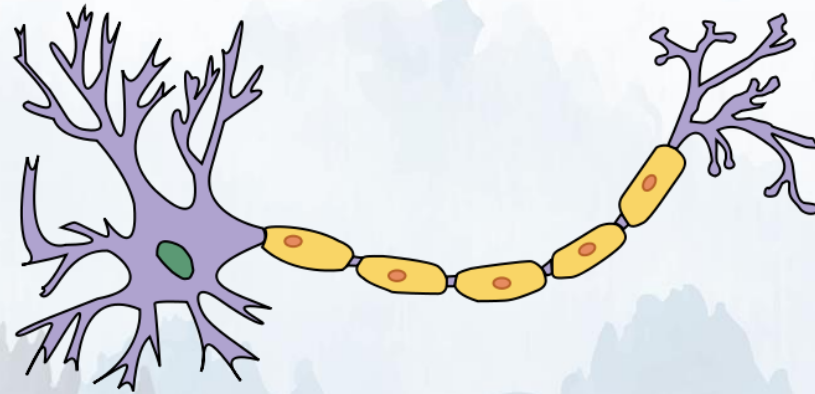


Neuroplasticity

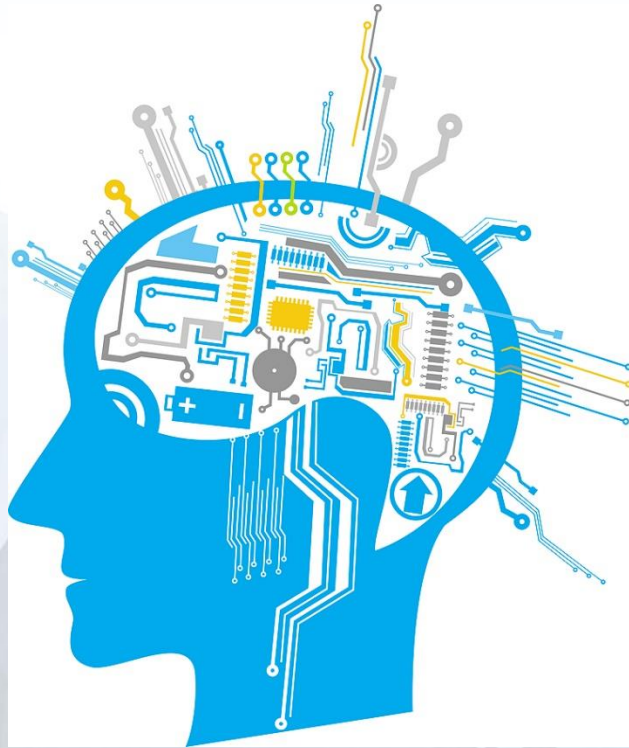


Neurogenesis

- **Neurogenesis** is the process by which new neurons are formed in the brain throughout our lifespan.



We can partner with our brains



- To rewire desired patterns, if we are more conscious about our mindsets

Thoughts Repeated → Beliefs
Beliefs Repeated → Mindsets

Our Mindsets inform our Actions!

Mindset

- Seminal work on mindset comes from Carol Dweck of Stanford University

Mindset (n): a set of **beliefs** or a **way of thinking** that determines one's **behavior, outlook & mental attitude.**

Fixed Mindset

- A person with a fixed-mindset assumes that human qualities, such as intelligence, character and ability, are **relatively stable**, and cannot be changed in any meaningful way. Success is the affirmation of one's **inherent intelligence** (Dweck, 2006).

“What you see is what you get!”

Those with a Fixed Mindset

- Avoid challenge (opportunity to fail)
- Give up easily
- See effort as bad
- Ignore feedback
- Are threatened by the success of others



Growth Mindset

- A person with a growth-mindset believes that superb personal qualities can be **learned**, **developed** and **cultivated**. This person views **failure** only as **feedback** about his or her performance, and not as a judgement of his or her personality, potential or value. Therefore, a person with growth-mindset feels **eager** to **learn** to boost her performance and enjoys **exploring**, **experimenting** and **stretching** herself. (Dweck, 2006)

Those with a Growth Mindset

- Embrace challenge
- Are persistent (what is hard today can be easier tomorrow)
- See effort as good!
- Learn from feedback and seek help
- Embrace the success of others



Can you identify areas where you have a **fixed** mindset and areas where you have a **growth** mindset?





“I don’t divide the world into the weak and the strong, or the success and the failures...*I divide the world into learners and nonlearners.*”

-Benjamin Barber

Fixed mindsets can become self-fulfilling prophecies

- Belief - “I am not good at selling”
- Behavior – Give up trying to improve
- Result – Lack of Sales

Good News – it works the other way around!

- Belief - “Selling is a skill set”
- Behavior – Practice and learn skills
- Result – More sales with time and practice

BDNF Break



- Or **Brain-derived Neurotropic Factor**
- A protein that acts as **fertilizer for the brain**
- Supports the survival of existing neurons, and encourage the growth of new neurons and synapses
- Exercise has been shown to increase BDNF synthesis
- Sitting for more than 20 minutes decreases the production of BDNF

The Iceberg Illusion

Success is an iceberg

SUCCESS!

WHAT PEOPLE SEE

WHAT PEOPLE DON'T SEE

Persistence



Failure



Sacrifice



Disappointment



Dedication



Hard work

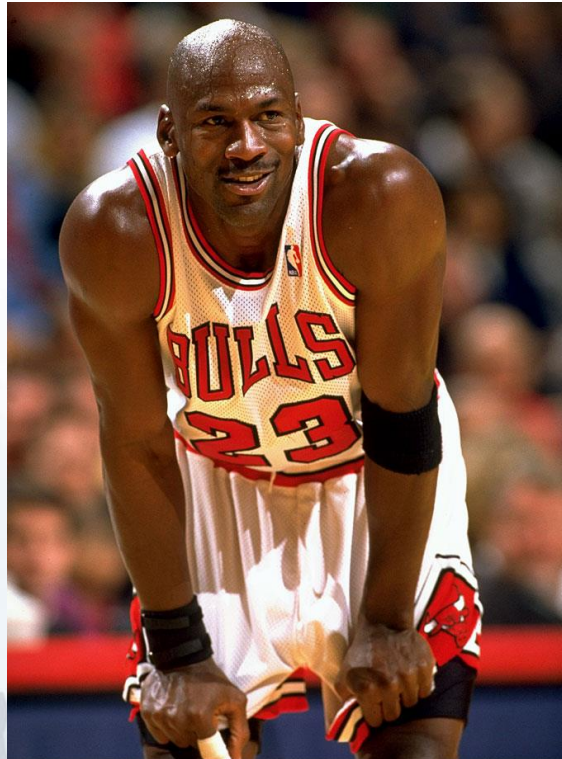


Good habits



@sylviaaduckworth

MJ Effect



Accolades

- Six-time NBA champion
- Six-time NBA Finals MVP
- Five-time NBA MVP
- 10-time NBA scoring leader (1987–1993, 1996–1998)
- 14-time NBA All-Star
- Three-time NBA All-Star Game MVP
- 11-time All-NBA
- Nine-time NBA All-Defensive First Team

Holds the NBA records for highest career regular season scoring average & highest career playoff scoring average.

We don't see the work underneath

- Malcolm Gladwell's principle (from "Outliers") holds that 10,000 hours of "**deliberate practice**" are needed to become world-class in any field
- Has been disputed in some studies, but still relevant to keep the general idea in mind



Better get started!

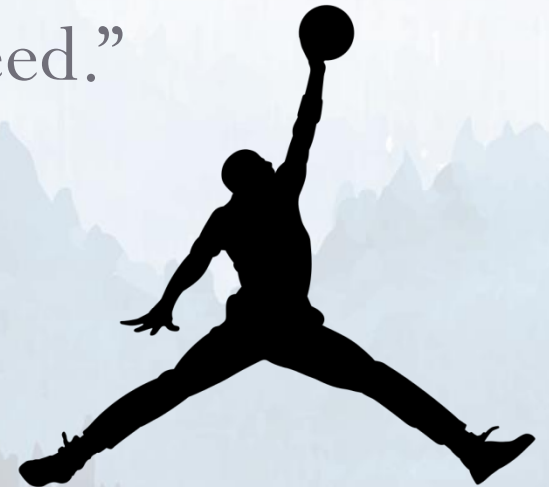
Famous closed doors



- Walt Disney was fired from the Kansas City Star in 1919 because, his editor said, he “lacked imagination and had no good ideas.”
- After a performance at Nashville’s Grand Ole Opry, Elvis was told by the concert hall manager that he was better off returning to Memphis and driving trucks (his former career).
- When Bill Gates dropped out of Harvard, he started a business called Traf-O-Data, which totally flopped.
- Albert Einstein didn’t speak until he was four and didn’t read until he was seven. He was subsequently expelled from school and was not admitted to the Zurich Polytechnic School.
- Steven Spielberg was rejected from the University of Southern California School of Theater, Film and Television three times.

And MJ

He was cut from his high school basketball team. He once said, “I have missed over 9,000 shots in my career. I have lost almost 300 games. On 26 occasions I have been entrusted to take the game winning shot, and I have missed. I have failed over and over and over again in my life. And that is why I succeed.”



Activity – “Door Closed, Door Opened”

Think about a time in your life where you were ‘rejected’, you missed out on something important, when a big plan collapsed or you ‘failed.’ These would be points in your life where a **door closed**. Now think about what happened after: what **doors opened** after? What would have never happened if the first door didn’t close?



Mindsets can be changed



- That the whole premise of mindset theory is that we can change
- The first step is self-awareness and understanding where we hold fixed and growth mindsets
- Remember neuroplasticity – the brain is malleable and grows with effort and experience, with repeated practices neural networks foster new connections and strengthen existing ones (Draganski et al., 2004)

Dweck's 4 Steps to Changing Mindset

1. Learn to hear fixed mindset voices
2. Recognize you have choice
3. Talk back to it with growth mindset
4. Take the growth mindset action

Keep in Mind!

- A growth mindset is not the growth, it's the invitation for growth!
- It tells you: “I can grow” but you must take action!

***“To change our Mindsets we must
Change our Beliefs”***

- James Anderson

Adversity: Being taken out of the game

Belief: "I knew I wasn't good enough to play..."



Emotions: Sad, disappointed

Reactions: Sulk on the sidelines and withdraw from teammates

Belief: "This gives me a minute to catch my breath. I can watch my replacement and learn from them..."



Emotions: Hopeful

Reactions: Lean in, get engaged with game, cheer on teammates

Transforming Beliefs

- Fixed Belief: _____
- Fixed Behavior: _____
- Fixed Result: _____

- Growth Belief: _____
- Growth Behavior: _____
- Growth Result: _____

Small word, huge impact

YET!

Curiosity Suffocates Judgment



Stay Curious!

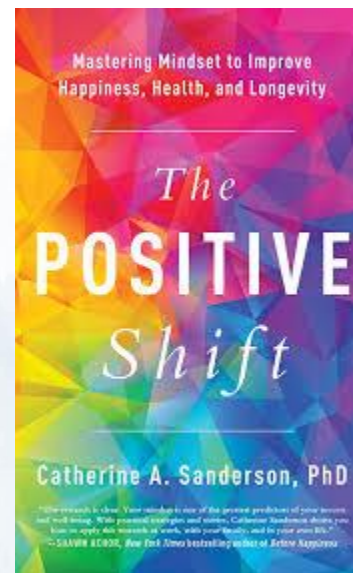
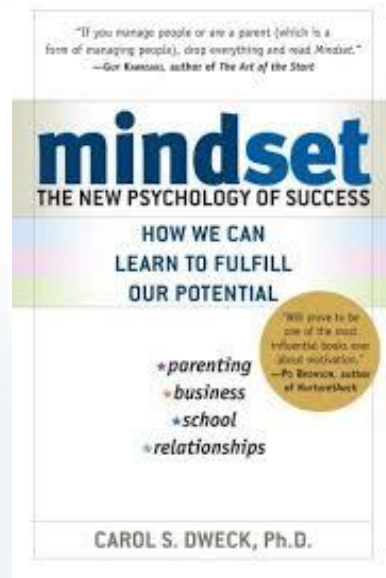
- “How fascinating...”
- “Isn’t that interesting...”




Putting it into Practice

- Seek out a role model or mentor and talk to them about their process to getting where they are and any ‘fail forwards’ along the way.
- Practice Dweck’s Steps to Changing Mindset
 - Start catching your fixed mindset voices
 - Start talking back a with growth mindset
 - Take a growth mindset action!

Suggested Readings





FOR MORE INFORMATION ABOUT COMPSYCH GUIDANCE RESOURCES:

Available 24 hours a day, 7 days a week

Online: www.guidanceresources.com

Web ID: RITEAP

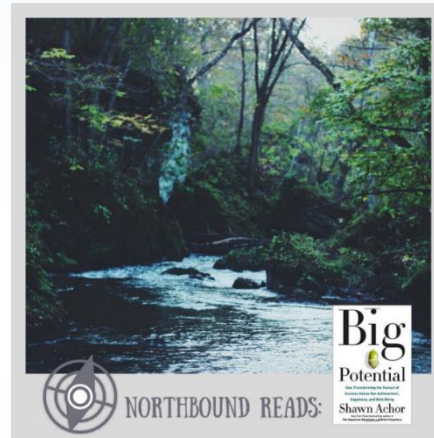
Phone #: 844-572-9730

RIT | Better Me Wellness

Additional Resources:

Instagram:

[head_northbound](#)



Linked In:

[Jaime "JJ" Weisberg](#)

Facebook:

[@headnorthbound](#)

Published by Jaime Weisberg [?] · March 2 at 12:42 PM ·

Here is a great resource for helping individuals, teams and organizations tap into their strengths. These At My Best cards were designed to apply positive psychology principles in an engaging way. The cards have a strength on one side and a vibrant image on the other. They come with an activity guide and accompanying online resources. You could use them at home, in school, at the office or within any group setting where you want to focus on what is going right!

There is clear research demonstrating that understanding & utilizing our strengths leads to improved performance, the ability to overcome challenges and an increased sense of well-being.
<https://atmybest.com/>



Jaime "JJ" (Johnson) Weisberg
Founder/Human Potentialist at Northbound Coaching & Consulting LLC
Minoa, New York, United States · 500+ connections · [Contact info](#)

 Northbound Coaching & Consulting LLC
 Cornell University





Aha!



Commitment

Questions?

Join us for the Thrive ReVive!

May 3rd: 12pm EST on Zoom

thank you!



Managing Your Mindset: How to Partner With Your Brain



Key Takeaways

- The old saying that you, "can't teach an old dog new tricks," is simply not true.
- Neuroplasticity is the phenomenon in which our brains continually reorganize and form new neural connections throughout our lifespan. We also form new neurons throughout our lifespan, in a process known as neurogenesis.
- Seminal work on mindset comes from Carol Dweck, a psychology professor from Stanford University.
- Mindset: a set of beliefs or a way of thinking that determines one's behavior, outlook & mental attitude.
- A person with a **fixed mindset** assumes that human qualities, such as intelligence, character and ability, are relatively stable, and cannot be changed in any meaningful way. Success is the affirmation of one's inherent intelligence (Dweck, 2006).
- A person with a **growth mindset** believes that superb personal qualities can be learned, developed and cultivated. This person views failure only as feedback about his or her performance, and not as a judgement of his or her personality, potential or value. Therefore, a person with growth-mindset feels eager to learn to boost her performance and enjoys exploring, experimenting and stretching herself. (Dweck, 2006).
- Fixed mindsets can become self-fulfilling prophecies. For example:
 - Belief - "I am not good at selling"
 - Behavior - Give up trying to improve
 - Result - Lack of Sales
- Growth mindsets can also become self-fulfilling prophecies:
 - Belief - "Selling is a skill set"
 - Behavior - Practice and learn skills
 - Result - More sales with time and practice

- Brain-derived Neurotropic Factor (BDNF) is a protein that acts as fertilizer for the brain. It supports the survival of existing neurons and encourages the growth of new neurons and synapses. Exercise increases its synthesis and sitting for more than 20 minutes decreases its production.
- People with growth mindsets are more likely to succeed because they:
 - are more motivated to learn
 - have a desire for hard work
 - are less discouraged by difficulty
 - use more effective strategies for learning
 (Cury, Elliott, Da Fonseca, & Moller, 2006; Dweck and Leggett 1988)
- Dweck's "4 Steps to Changing Mindset:"
 1. Learn to hear fixed mindset voices
 2. Recognize you have choice
 3. Talk back to it with growth mindset
 4. Take a growth mindset action
- Transforming Beliefs:

Fixed Belief: _____

Fixed Behavior: _____

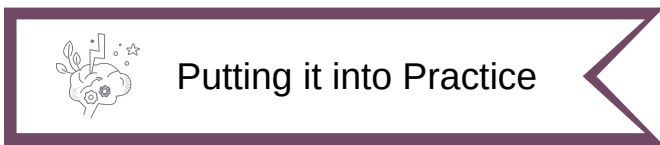
Fixed Result: _____

Growth Belief: _____

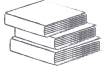
Growth Behavior: _____

Growth Result: _____

- Remember the power of adding the word, "YET!"
- Curiosity suffocates judgement - "how fascinating!"



- Seek out a role model or mentor and talk to them about their process to getting where they are any and 'fail forwards' along the way.
- Practice Dweck's Steps to Changing Mindset:
 - Start by catching your fixed mindset voices
 - Start talking back a with growth mindset
 - Take a growth mindset action



Suggested Reading & Additional Resources

- Books:
"Mindset," Carol Dweck
"The Positive Shift," Catherine A. Sanderson
- Websites:
Northbound: <http://www.headnorthbound.com/>
- Videos:
Developing a Growth Mindset with Carol Dweck: <https://www.youtube.com/watch?v=hiiEeMN7vbQ>
Carol Dweck "Mindset" Animated summary: <https://www.youtube.com/watch?v=EyIF5VUOJc0>
- Social:
I share positive psych tips, tools, resources & theory at:



headnorthbound



head_northbound



Aha!



Commitment