Managing Your Mindset:
How to Partner With Your Brain
Hello!
“North of Neutral”

Wellness

Neutral

Illness

Neutral

- From surviving to thriving -
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, and 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

Things I have to give up:
1. 
2. 
3.

@sylviaduckworth

North Bound
MJ Effect
Accolades

- Six-time NBA champion
- Six-time NBA Finals MVP
- Five-time NBA MVP
- 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 underneth

• 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
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

- *Mindset: The New Psychology of Success* by Carol S. Dweck, Ph.D.
- *The Positive Shift* by Catherine A. Sanderson, PhD
For more information about ComPsych Guidance Resources:

Available 24 hours a day, 7 days a week
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Jaime “JJ” Weisberg

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

Commitment
Questions?
Join us for the Thrive ReVive!

May 3rd: 12pm EST on Zoom
thank you!
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).

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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 Fonsecca, & 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!"

Putting it into Practice

Seek out a role model or mentor and talk to them about their process to getting where they are 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
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=EylF5VUOJc0

Social:
I share positive psych tips, tools, resources & theory at:

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