Becoming a Champion at Self-Directed Learning

DECEMBER 7-11, 2020
Session 1
Managing Your Mindset
Monday, December 7, 2020
Objectives

• Learn distinctions of Mindsets and the Mindset Continuum

• Identify where you fall across the various categories of the Mindset Continuum

• Commit to 3 actions to leverage your mindset to become an intentional, self-directed learner
Session Resources

• **Placemat**
  • Take notes
  • Develop action plan
  • Reflect

• **Mindset Continuum**

• Managing Your Mindset section of [Employee Learning Week 2020 webpage](#)
  • Supplemental articles and related information
Whiteboard Activity
What do we mean by “self-directed learning?”
What does it mean to be a “self-directed learner?”
The Mindset Continuum

Going beyond "Fixed V's Growth" to a deeper understanding of Mindsets

By James Anderson
Certified Growth Mindset Trainer

**Fixed**
- **World View**: Views themselves as unchanging and unchangeable. Life is about discovering yourself and searching for where you fit into the world.
- **Challenges**: Avoids challenges. Sees them as a potential threat.
- **Encountering Difficulty & Obstacles**: Gives up immediately when they encounter difficulty.

**Low Growth**
- **World View**: Views themselves as unchanging and unchangeable. Life is about discovering yourself and searching for where you fit into the world.
- **Challenges**: Tries for a while, but gives up if not progressing easily. May try a few alternatives when encountering obstacles.
- **Encountering Difficulty & Obstacles**: Persist when seeing progress. Is developing a repertoire of strategies for getting past obstacles.

**Mixed**
- **World View**: Change and growth is very limited. See themselves as "just cut out for" the same domains. Recognize growth possible in other domains is limited.
- **Challenges**: Prefers clear, immediate goals that aren't too far out of reach, or in areas they find difficult.
- **Encountering Difficulty & Obstacles**: Persist when seeing progress. Is developing a repertoire of strategies for getting past obstacles.

**Growth**
- **World View**: Limited Growth Mindset – believes they are capable of growth in a limited number of domains. Life offers only limited choices.
- **Challenges**: Enjoys being challenged by more open-ended tasks, even if not always immediately successful.
- **Encountering Difficulty & Obstacles**: Expects eventual mastery. Understands new learning is meant to be difficult so sticks at tasks for long periods.

**High Growth**
- **World View**: Understands they can change their most basic characteristics. Life is about deciding what you want to be and creating the abilities required to reach goals.
- **Challenges**: Embraces challenges even when path to achievement is not immediately clear.
- **Encountering Difficulty & Obstacles**: Persists for long periods even in the face of setbacks and when new skills need to be learnt to achieve mastery.
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**Fixed**
- Effort is associated with failure and instability, so it is seen as bad. Expect things you can do to come easily.

**Low Growth**
- Recognizes that effort is sometimes required.
- Sustained effort is a bad thing.
- Misunderstands that not all things or effort produce growth.
- Access to some direct feedback, which can be made quickly and easily.
- Tends to focus on positive feedback.

**Mixed**
- Effort is necessary, but usually not enjoyable.
- Likely to prefer to do it readily.
- Recognizes when effort is being ineffective.

**Growth**
- Effort is a good thing.
- Has experienced success as a result of effort in the past.
- Association Effective Effort with growth.
- Accepts and learns from feedback.
- Positive feedback is seen as recognition of the effort and progress that led to the achievement.

**High Growth**
- Understands effort as path to mastery.
- Actively works on developing strategies for more effective effort.
- Requests critical feedback from large and small sources in order to improve both process and outcome.
- Seeks out masters and experts in an effort to “learn from their success.” Competition is seen as a way for both competitors to push themselves to improve.

**Effort**
- Implies action and commitment.
- Effort is the result of planning, working, and executing.}

**Feedback & Criticism**
- Feedback is a means of receiving information about performance.
- Feedback is necessary for personal and professional growth.

**Success of Others**
- Feels threatened by comparison to others and small competitiveness, as these may highlight perceived deficits.
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- **Fixed**
  - Actively hides or ignores mistakes.
  - **Making Mistakes**
  - **Offered Help and Support**

- **Low Growth**
  - Makes excuses for mistakes. Looks for quick fixes. May attribute blame to others.

- **Mixed**
  - Expects to make mistakes and understands mistakes can be corrected.

- **Growth**
  - Recognizes mistakes made are signposts for learning opportunities.

- **High Growth**
  - Deliberately stretches themselves on errors to drive high learning potential to facilitate further growth.

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So...what do mindsets have to do with self-directed learning?
Activity: Self-Assessment

• Participants will be randomly assigned to breakout rooms, groups of 3-4
• On Your Own: Use James Anderson’s *Mindset Continuum* to self-assess where you think you fall on each of the eight elements
• As A Group: Discuss what you discovered – insights, a-ha’s, etc. – and how that plays out in your life
What did you learn about yourself?
What did you take away from that activity?
To move to the right on the continuum...
Activity: Your Action Plan

• Identify area(s) on which you’ll focus, and 3 actions you’ll take, to shift closer to the growth mindset side of the continuum

• Identify what you’ll do to support your actions (work with a committed accountability partner, set time aside on calendar, etc.)
Remember...

Self-reflection is only useful when followed by thoughtful action.
Evaluation Form – please complete now!
Coming Attractions

- Tuesday, December 8, 12:15 – 1:15 pm
  *Identifying Your Gaps and Opportunities*

- Wednesday, December 9, 12:15 – 1:15 pm
  *Becoming an Intentional Learner*

- Thursday, December 10, 12:15 – 1:15 pm
  *Engaging and Collaborating with Others*
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EMPLOYEE LEARNING WEEK 2020

WORKFORCE DEVELOPMENT IS EVERYONE’S BUSINESS

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