

Introduction:

- This session focuses on the concept of a growth mindset. Many of you may already be familiar with this idea but let me remind you of its definition.

The learning journey values the process over specific goals, viewing challenges as growth opportunities instead of threats to self-esteem.

- The basis for this session is Adam Grant's book "Think Again."

"Think Again" by Adam Grant is a thought-provoking book that encourages readers to challenge their beliefs and embrace the flexibility of thinking. It explores the importance of curiosity, open-mindedness, and the willingness to reconsider opinions to foster personal growth, innovation, and better decision-making. Grant combines psychological research with real-world examples to demonstrate how rethinking can lead to more meaningful and effective outcomes.

- Let's start by thinking about a research study to give us an understanding growth mindset vs fixed mindset.

A study showing that praising students for their "smartness" after a success caused them to have a fixed mindset reaction to being challenged. Signals like this from our environment - in this case, the praise given by the researcher - is one kind of situational trigger that can induce fixed mindset behaviors.
(Susan Macke)

Activity:

- **Pre-Read Reflection Exercise**

We will read several statements involving a common misconception or belief. Ask participants to write down their initial thoughts and then challenge them to consider alternative perspectives.

Afterwards, introduce "Think Again" as a resource that champions rethinking as a strength.

- 1. What kind of helmets that Vikings wore during the Middle Ages?
- **THINK AGAIN**
- 1. Answer: The popular image of Vikings with horned helmets is a misconception, largely stemming from 19th-century artistic and theatrical portrayals. There is no archaeological evidence to support the claim that Vikings wore horned helmets in battle, according to historical sources

- 2. What did Benjamin Franklin discover this while flying a kite during a storm?
- **THINK AGAIN**
- 2. No, Benjamin Franklin did not discover electricity. He proved that lightning is a form of electricity and coined important terms like "positive," "negative," "charge," "conductor," and "battery".

- 3. Can lightning strike in the same place twice?
- **THINK AGAIN**
- 3. Yes, lightning can and does strike the same place twice. The [Empire State Building](#), for instance, is struck by lightning around 25 times per year.

- 4. How long is a Goldfish's memory.
- **THINK AGAIN**
- 4. Goldfish can remember information for months, contrary to popular belief

- 5. What percentage of the brain do humans use?
- **THINK AGAIN**
- 5. It is not just 10%. Human use virtually all parts of their brains, just not all at the same time. It depends on the task.

- 6. What learning style do most people have?
- **THINK AGAIN**
- 6. Contrary to learners being visual, auditory, or kinesthetic, good learners combine various modalities depending on the context. Good instruction combines various modalities. Relying only on one can limit learning.

- 7. Does a low IQ limit a student's potential?
- **THINK AGAIN**
- 7. Everyone has strengths beyond what IQ tests measure. Many individuals with lower IQ scores excel in areas like artistic talent, empathy, or hands-on skills

- **8.** Does standardized testing measure true ability?
- **THINK AGAIN**
- Tests often focus on rote memorization and may not accurately reflect a student's critical thinking, creativity, or understanding.

- **9.** Is intelligence fixed and innate?
- **THINK AGAIN**
- **9.** Intelligence is solely determined by genetics and cannot be developed is incorrect. Growth mindset research shows that abilities can be improved through effort and learning.

- **10.** Why is it beneficial to have a growth mindset than a fixed mindset?
- **THINK AGAIN**
- It depends on the situation, as there are some instances where it could actually be better to have a fixed outlook (example, mundane activities that are a bit inconsequential, like where to park your car, or matters of extreme negative consequences, like when your wife asks how the meal tastes—there is never any room for improvement for something like that!)

Thought-Provoking Question Discussion

Start with a group discussion by asking: ***"When was the last time you changed your mind about something important? What prompted that change?"***

This encourages participants to reflect on the value of rethinking and sets the stage for exploring the book's themes

The Value of Rethinking: Grow Your Own Way.

The Rethink Cycle

Remember, cultivating a growth mindset is an ongoing journey rather than a quick fix. It promotes resilience, adaptability, and a desire to keep growing, making it a dynamic and evolving perspective.

