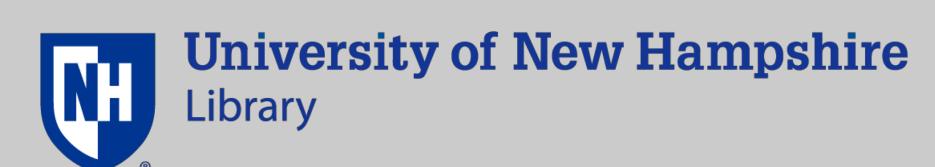
Mindset Matters: Developing a Growth Mindset to Reframe Failure in Libraries



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A growth mindset is characterized by an assumption that people have unlimited potential and that intelligence, talents and abilities are not fixed, but continually evolving and improving. By contrast a fixed mindset is characterized by the assumption that intelligence, talent and abilities are inherent "gifts" rather than skills to be developed.

Growth Mindset and Failure

- Adopting the Growth Mindset means considering mistakes as opportunities to learn and grow
- As a result, failure is viewed as a part of the process of success
- A Growth Mindset helps to remove negative emotions from failure

Changes at the University of New Hampshire Library

- By changing the way our library thinks about setbacks we hope to encourage risk taking, open communication and the delivery and reception of constructive criticism
- As an organization in transition, the growth mindset is a useful model to help us understand that change is a process, and be understanding of ourselves and our colleagues as we learn and grow as an organization
- Since we introduced the concept of the Growth mindset, the phrase has entered our lexicon and is frequently cited in the context of organizational change.

Mindset Professional Development Activity Flipping the lesson

All librarians, staff and administrators read an article, listened to a podcast or viewed a video related to the growth mindset.

Introducing the Growth Mindset

- Participants helped develop our definition using interactive polling
- Information gaps were filled with a brief video and infographic

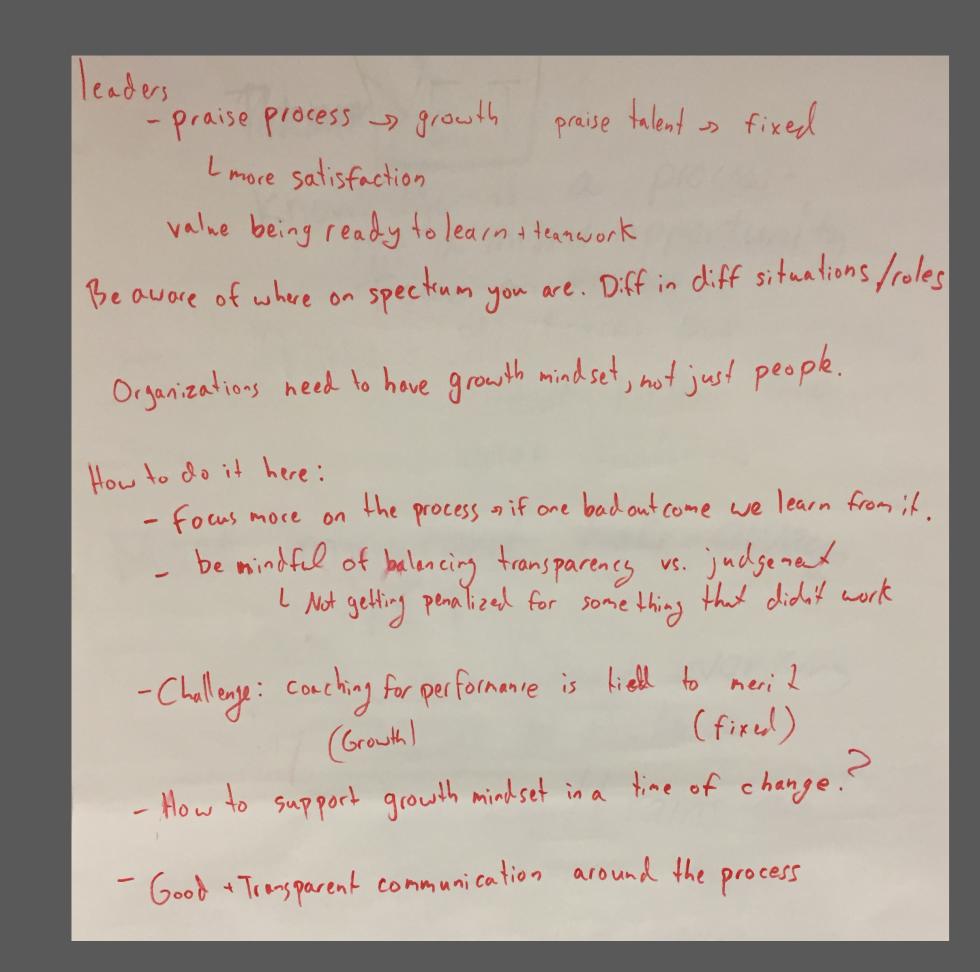
Active Group Learning

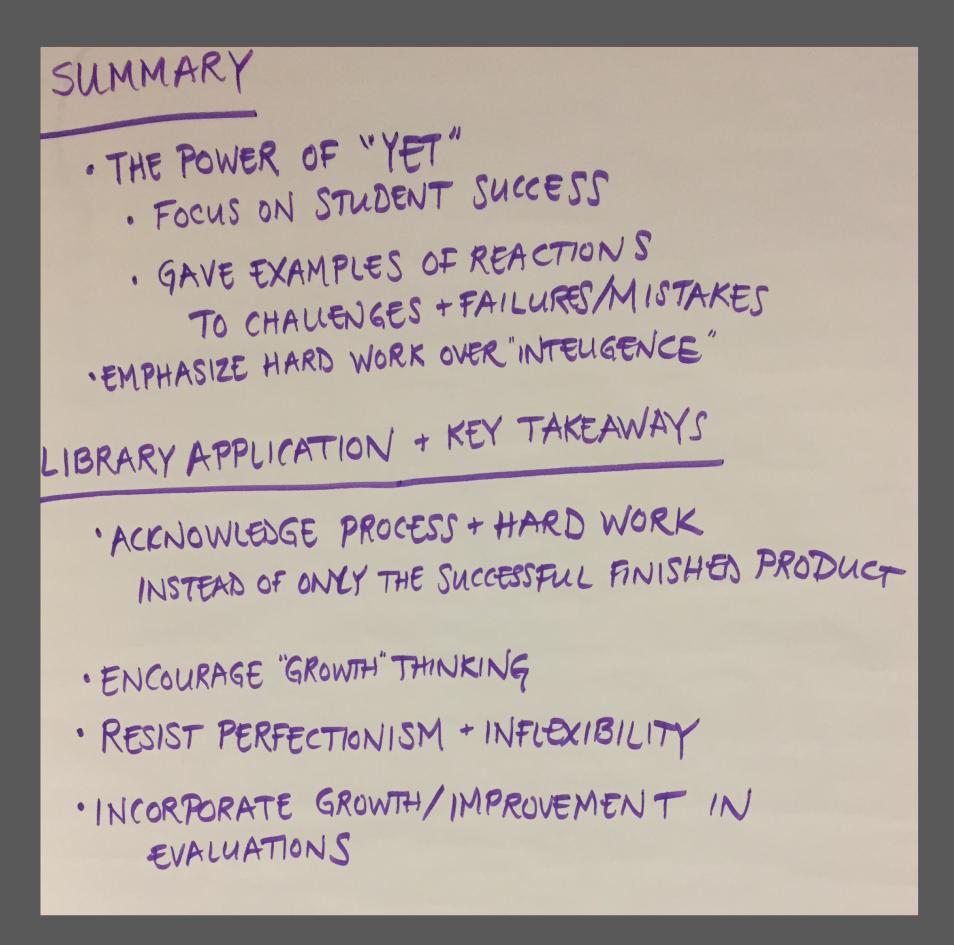
- Participants discussed and responded to prompts related to the specific sources they engaged with prior to the session, including:
 - Summarize the article in a few sentences/bullet points
 - What were the most important takeaways from your article?
 - What are some ways we can use the ideas from this article in the library?
- Each group shared notes and responses from their conversations

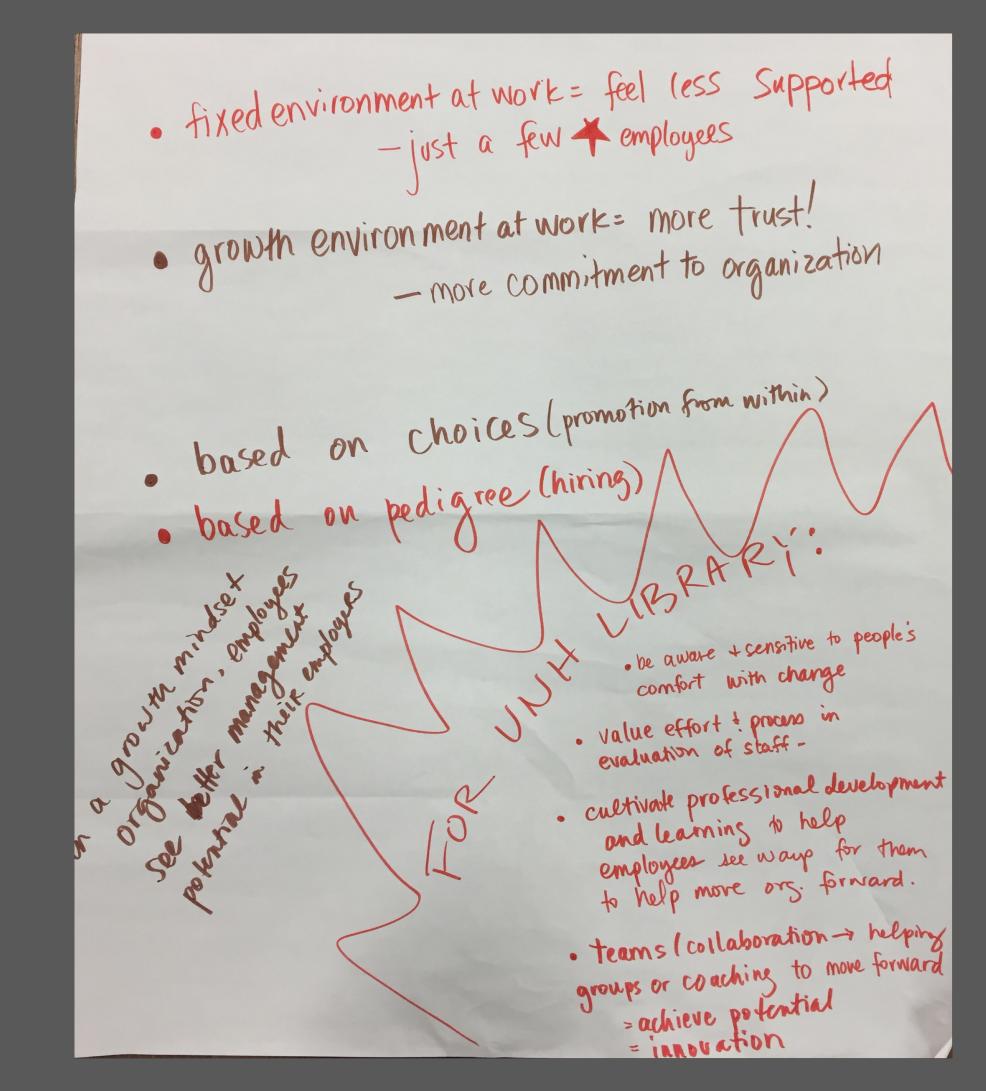
Mindset Matters Toolkit: http://bit.ly/ACRLNEMindset

FIXED VERSUS GROWTH COMPARING THE TWO MINDSETS A fixed mindset A growth mindset leads to a desire to leads to a desire to look smart and learn and therefore therefore a tendency a tendency to: See talent and See talent and abilities as static abilities as developing Embrace challenges Avoid challenges Persevere when Give up when faced faced with adversity with adversity View effort as View effort as a path to mastery. unnecessary Take offense to Learn from criticism criticism Feel threatened by Feel inspired by the the success of success of others others View failure as a View failure as an opportunity to learn

fault







Works Cited

Dweck, Carol. "Developing a Growth Mindset." youtube.com/watch?v=hiiEeMN7vbQ.

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Kristjansson, Sophia, and David Tashjian. "Case Study: Transparency and Candor and a Growth Mindset." People & Strategy, vol. 39, no. 4, Fall 2016, pp. 26–30. Popova, Maria. "Fixed vs. Growth: The Two Basic Mindsets That Shape Our Lives." Brain Pickings, 29 Jan. 2014.