

Reading Seed

“Strength Based Feedback and
Growth Mindset”





Welcome and Agenda

- Welcome and Agenda
- Introductions
- Learning Goals
- Growth Mindset
 - Research, Examples and Practice
- Strength-Based Feedback
 - Research, Examples, and Practice
- Review and Reflection



Introductions

- At your tables, please introduce yourself by providing the following:
 - Your Name
 - Coaching experience
 - Number of years coaching



Learning Goals

1. Coaches will be able to understand the difference between a Growth Mindset and a Fixed Mindset.
2. Coaches will learn ways to encourage a Growth mindset in their students.
3. Coaches will understand the concept of a strengths-based approach

GROWTH MINDSET





Perfect Praise

Think of a time when you received some really great feedback or praise that helped you grow.

What was the feedback and why was it so great?

Think/Write/Share (5 minutes)



What is the Growth Mindset?

Mindsets are beliefs.

In a growth mindset, people believe that their most basic abilities can be developed through **dedication and hard work**—brains and talent are just the starting point.

Students with a growth mindset focus on **improving** instead of how smart they are.





Growth vs. Fixed Mindset

Growth Mindset

In the growth mindset, students care about learning. Effort is a positive thing; it ignites their intelligence and causes it to grow.

Success means they have worked hard and put forth enough effort.

Fixed Mindset

In a fixed mindset, people believe their basic qualities, like their intelligence or talent, are simply **fixed** traits. If you have the ability, you shouldn't need effort.

If success means they are smart, then struggling means they are not.



Video

Research behind and Explanation of the Growth Mindset

Discuss:

- Thoughts on the video?
- Have you seen this behavior in your students?

FIXED MINDSET

- SOMETHING YOU'RE BORN WITH
- FIXED

- SOMETHING TO AVOID
- COULD REVEAL LACK OF SKILL
- TEND TO GIVE UP EASILY

- UNNECESSARY
- SOMETHING YOU DO WHEN YOU ARE NOT GOOD ENOUGH

- GET DEFENSIVE
- TAKE IT PERSONAL

- BLAME OTHERS
- GET DISCOURAGED

SKILLS

CHALLENGES

EFFORT

FEEDBACK

SETBACKS

GROWTH MINDSET

- COME FROM HARD WORK.
- CAN ALWAYS IMPROVE

- SHOULD BE EMBRACED
- AN OPPORTUNITY TO GROW.
- MORE PERSISTANT

- ESSENTIAL
- A PATH TO MASTERY

- USEFUL
- SOMETHING TO LEARN FROM
- IDENTIFY AREAS TO IMPROVE

- USE AS A WAKE-UP CALL TO WORK HARDER NEXT TIME.

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

DEVELOPING A **GROWTH MINDSET**



INSTEAD OF.....

TRY THINKING....

I'm not good at this

What am I missing?

I give up

I'll use a different strategy

It's good enough

Is this really my best work?

I can't make this any better

I can always improve

This is too hard

This may take some time

I made a mistake

Mistakes help me to learn

I just can't do this

I am going to train my brain

I'll never be that smart

I will learn how to do this

Plan A didn't work

There's always Plan B

My friend can do it

I will learn from them

10 What Questions

to Develop a Growth Mindset in Children

1. What did you do today that made you think hard?
2. What happened today that made you keep on going?
3. What can you learn from this?
4. What mistake did you make that taught you something?
5. What did you try hard at today?
6. What strategy are you going to try now?
7. What will you do to challenge yourself today?
8. What will you do to improve your work?
9. What will you do to improve your talent?
10. What will you do to solve this problem?



Implementation for Coaches

Praise communicates mindsets.

- Encourage hard work and effort; avoid praising talent or the result and instead praise effort.
- Encourage the love of learning and the process of learning; allow for mistakes as the process of learning.
- Instead of saying, “You’re so smart”, say “You must have worked hard!”



Coach Phrases

- Boy, this is hard; this is fun!
- Oh, sorry, that was too easy – no fun. Let's do something more challenging that you can learn from.
- Let's talk about what we struggled with today and learned from. I'll go first.
- Mistakes are so interesting. Here's a wonderful mistake. Let's see what we can learn from it.

What do you notice about all of these?



Break



STRENGTH-BASED FEEDBACK





Helpful Feedback

<https://www.youtube.com/watch?v=qqhzMxLVpaA>

Were the reading tutors able to understand how to improve upon their own skills?



Pessimism vs. Optimism

Pessimism is seldom useful and often leads to feelings of powerlessness, frustration and depression.

The RS Coach

Focuses on what is being done incorrectly.

Optimism feeds a sense of efficacy and value. It motivates coping and adaptive behavior, even in the face of difficult tasks.

The RS Coach

Focuses on what is being done correctly.



What is Strength-Based Approach

- Focus on strengths and build from there.
- Chooses an optimistic view.
- Taking an optimistic view does not mean you do not address problems. It means that you **look for what you are able to nourish** in order to overcome those problems.



Strengths-Based Feedback

- What might happen if we focus on trying to fix our student's weaknesses?
- How would it be different than focusing on building on a student's strengths?



Strengths-Based Feedback

- Is positive
- Focuses on what can be achieved – not the student's limitations
- Is specific
- Is based upon improvement and the opportunity to grow and further develop skills
- Is motivating



Strength-Based vs. Weakness Based Feedback

- 1) Read the chart “**Eight Behaviors of Strength-Based Teachers**” and
- 2) discuss the differences between a “Flaw Focus” and a “Strength Focus” with those at your table.



Strength-Based Feedback and Growth Mindset



How are these two concepts related?



Final Activity

- Read “**Side Box: A for Effort**” and then complete the “**Alternatives to Praise**” worksheet with your tables or a partner.
- Discuss how the adult’s praise can be problematic and think of an alternative way to praise the student.
- Each group/table will come up with one answer.



Remember

If you view something as broken, useless and beyond repair, you generally throw it away.

It's not worth your efforts to fix. However, if you view it as precious and valuable, you will go to great lengths to salvage it.



Reflect

What are two key ideas that you can apply from today's training into your coaching sessions?



Recap

- As often as possible, instill a growth-mindset in your student
- Praise the process rather than intelligence
- When providing feedback, focus on student's strengths
- Always provide feedback beyond “Good job”