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# Exploring Growth Mindset

*This exercise was created by ChatGPT as part of an experiment.*

Here's a 30-minute exercise for a group of 12 people to explore what growth mindset means in reality:

- Materials needed:
- Flipchart paper and markers
- Sticky notes
- A timer

## Instructions:

1. Begin by introducing the concept of growth mindset, and asking the group to reflect on what it means to them personally. Write down their responses on the flipchart paper.
2. Divide the group into pairs and give each pair a set of sticky notes. Instruct them to think of a challenge or obstacle they have faced in the past, and to write down one fixed mindset thought and one growth mindset thought that they had in response to that challenge. For example, a fixed mindset thought might be "I'm not good at this, and I never will be", while a growth mindset thought might be "I can learn from my mistakes and improve over time".
3. After 5 minutes, ask each pair to share their fixed and growth mindset thoughts with the rest of the group. Write down their responses on separate flipchart paper.
4. Next, divide the group into two teams of six. Instruct each team to select a team leader, who will be responsible for leading their team through a series of challenges.
5. Explain that each team will be given a set of challenges to complete within a specific time frame. However, before starting the challenges, each team will need to decide on a fixed mindset or growth mindset approach to take. They should write down their approach on a piece of paper and place it in a designated area.
6. Provide each team with a list of challenges, such as completing a puzzle, building a structure with blocks, or solving a riddle. Set a time limit for each challenge, and encourage the teams to work together and support each other.
7. After each challenge, ask the teams to reflect on their approach and discuss how it affected their performance. Write down their reflections on flipchart paper.
8. Once all the challenges have been completed, bring the group back together and ask them to share their reflections on the experience. Ask questions like "How did your approach affect your performance?" and "What did you learn about fixed mindset vs. growth mindset?"
9. Close the exercise by summarizing the key insights and takeaways, and encouraging the group to apply these lessons in their personal and professional lives.

By completing this exercise, participants will have a better understanding of what growth mindset means in reality and how it can impact their approach to challenges and obstacles. They will also have the opportunity to work together and learn from each other, while practicing self-reflection and critical thinking.

*Here's a SECOND option, also generated by Chat GPT*

**Objective:** To help participants understand the key principles of growth mindset and practice applying them in a real-world scenario.

**Materials needed:**

- Flipchart paper or whiteboard
- Markers
- Sticky notes or index cards

**Instructions:**

Introduction (5 minutes)

Begin by introducing the concept of growth mindset and the key principles that differentiate it from a fixed mindset. Explain that the purpose of this exercise is to put these principles into practice in a real-world scenario.

Scenario Introduction (5 minutes)

Present the group with a scenario that requires problem-solving, such as creating a marketing campaign for a new product or finding a way to improve team communication. Explain that the group will work together to address the scenario, using the principles of growth mindset to guide their thinking and actions.

Small Group Discussion (10 minutes)

Divide the group into smaller subgroups of 3-4 people and provide each group with a specific aspect of the scenario to focus on. For example, one group may focus on identifying key stakeholders, while another may focus on brainstorming creative ideas. Each group should discuss the scenario and apply the principles of growth mindset to their thinking and decision-making. Encourage group members to share their ideas, build on each other's ideas, and ask questions to deepen their understanding of the scenario.

Large Group Debrief (10 minutes)

Bring the group back together and ask each subgroup to share their ideas and insights. Use flipchart paper or a whiteboard to capture key points and themes. Encourage participants to ask questions and provide feedback on each other's ideas. Emphasize the principles of growth mindset that were



demonstrated in the exercise, such as embracing challenges, persisting in the face of obstacles, and valuing effort and improvement.

#### Closing (5 minutes)

Wrap up the exercise by thanking participants for their contributions and emphasizing the importance of growth mindset in personal and professional contexts. Provide participants with a list of resources for further reading or exploration, such as books, articles, or online courses on the topic.

By the end of the exercise, participants should have a deeper understanding of what growth mindset means in reality, as well as practical experience applying its principles in a real-world scenario.