

Change, Growth and the Power of Mindset



INFORMATION SHEET

A mindset is the way a person views themselves, their abilities and the world around them. It plays a crucial role in our wellbeing because it shapes how we respond to challenges, learning experiences and opportunities. The concepts of fixed and growth mindsets were introduced by American psychologist Dr. Carol Dweck. A fixed mindset is the belief that intelligence, talents and skills are set in stone — you either have them or you don't. People with this mindset often avoid challenges for fear of failure. In contrast, a growth mindset is the belief that abilities can be developed through hard work, learning, input from others and perseverance. Those with a growth mindset see mistakes as opportunities to grow and view challenges as a path to improvement. Understanding the difference between these two mindsets can shape how we learn, overcome obstacles and achieve success.

Growth mindset

I believe that my skills, intelligence and talents can be developed.

I'm open to receiving feedback.

I understand that it is through effort that I will gain mastery.

I'm open to taking on a challenging situation and task, even if it could go wrong.

I am inspired by others' successes.

Fixed mindset

I believe that my skills, intelligence and talents are unchangeable.

I avoid challenging situations.

I give up easily.

I'm not open to receiving constructive criticism and I'm not open to growing from feedback.

I don't like seeing others succeeding.

This is a supplementary resource from the *Embracing a Workplace Wellbeing Culture: A course for Pharmacy Managers and Leaders training by Pharmacist Support.*



FIND OUT MORE →