

Indian Institute of Technology Kanpur

Nation Programme on Technology Enhanced Learning (NPTEL)

**Course Title
Enhancing Soft Skills And Personality**

**Lecture-03
Mind Set -1 Definition and Types**

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Hello everyone welcome back to my course on enhancing soft skills and personality this is given to you from IIT Kanpur I am Ravichandran.

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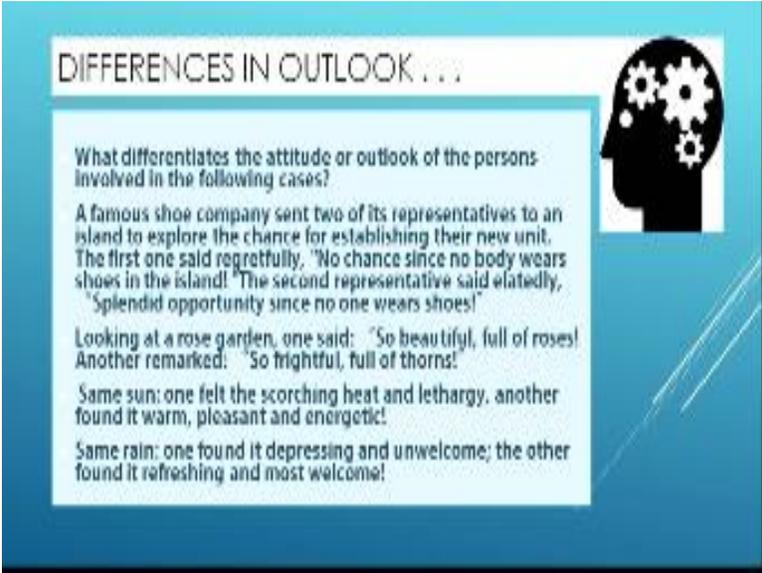


Giving this in the format of in paternal MOOC this is the first week of the course we started with introduction to the course and the introduction was actually in the form of giving you a summary of the course that most of you have done before that was developing soft skills and personality two lectures are over and in the first two lectures I just give a brief overview of what most of you have done before and what some of you have not done it.

But then just to give them an idea as what all others have done in this course so far so that overview was given and then the importance of developing soft skills was established now in essence also this appears to be the third unit and the third lesson strictly speaking this is going to be the first lesson in which I am going to introduce the concept that is relevant for this course that is enhancing soft skills and personality.

In this unit I am going to introduce a very interesting concept mindset and this is the first of the lessons in which you will be studying about mindset what is mindset now before I answer that question what is mindset.

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DIFFERENCES IN OUTLOOK ...

What differentiates the attitude or outlook of the persons involved in the following cases?

A famous shoe company sent two of its representatives to an island to explore the chance for establishing their new unit. The first one said regretfully, "No chance since no body wears shoes in the island!" The second representative said elatedly, "Splendid opportunity since no one wears shoes!"

Looking at a rose garden, one said: "So beautiful, full of roses!" Another remarked: "So frightful, full of thorns!"

Same sun: one felt the scorching heat and lethargy, another found it warm, pleasant and energetic!

Same rain: one found it depressing and unwelcome; the other found it refreshing and most welcome!

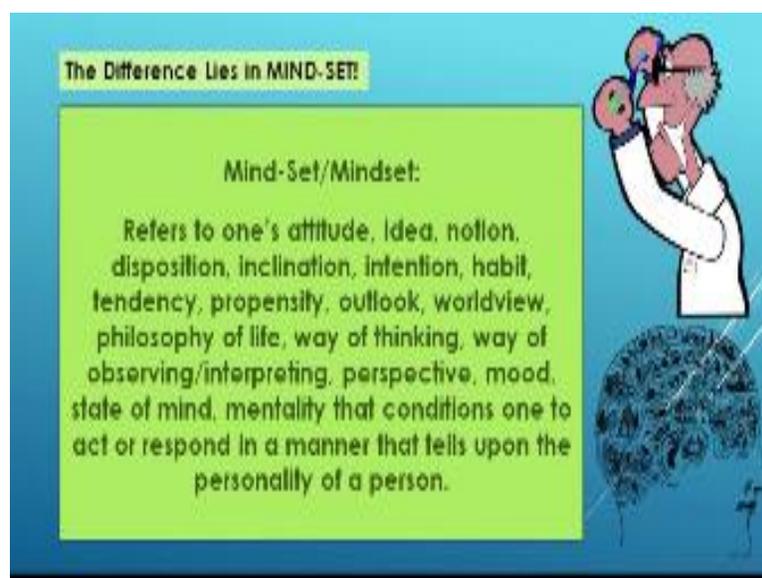
Let us look at some of the differences in outlook that is prevailing among people now look at some of the examples that I am going to quote and then try to see what differentiates the attitude or outlook of the person involved in the following cases now in the first case a famous shoe company sent two of its representatives to an island to explore the transfer establishing the new unit the first representative as soon as he reached the island said in a very regretful tone he sent the message no chance since nobody wears shoes in the island whereas.

the second representative as soon as he reached the island said in a very elated tone which was very happy and sent the following message saying that splendid opportunity since no one read shoes if you look at it the same situation the same place two different people now why one is thinking that it is completely lacking in opportunity and another one is just jumping in joy and then thinking that it's full of opportunity what is it now look at the other example looking at a rose garden one person said so beautifully full of roses but as the other person remarked.

So frightfully full of stones again the same rose garden what is it making these two people telling different things saying son one person felt that it was scorching heat and causing him lethargy the other person found it very warm Pleasant and energetic the same rain that was falling on all the people one person found it very depressing and unwelcome he was wondering one grain would lead him the other person found it refreshing and most welcomed and he started writing a poem.

Now the same objects same situation same environment why is it that people are responding in face what is it making them look at the same thing differently the answer is the different license mindset now what is mindset.

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After looking at various definition instead of giving you all the definitions immediately I just thought that I put you in a proper frame to understand what is mindset by giving a very overall comprehensive view of mindset as I understand mindset it refers to one's attitude one's idea notion disposition inclination intention habit tendency propensity outlook worldview philosophy of life way of thinking way of observing or way of interpreting.

Perspective mood state of mind mentality that conditions want to act or respond in a manner that takes upon the personality of a person what I am trying to tell you it could be your attitude it could be the idea that you have in your mind it's the notion right notion wrong notion disposition your tendency your propensity to do something and inclination something that is coming naturally spontaneously in you to do something the intention that you have something that you have formed as a kind of habit something that has developed as a kind of outlook a worldview its philosophy of life.

That's the way you look at things in general your way of thinking your way of interpreting the way even you observe things like if you look at the example in the Rose Garden one person was observing only the thorns the other person was observing only the flowers so the way you even observed the perspective that you have you can look at Sun as coaching you can see Sun as something that is very warming energetic.

The mood that fits in you the same environment rain can make you feel depressed can make you feel very inspired and write a poem the state of mind the mentality but conditions want to act or respond in a manner that takes upon the personality of a person now the way you think the way you act on the environment the way you respond is actually telling what you have inside your mind the beliefs that you have and that is about what I try to call a mindset.

In fact it's not me who is trying to call it it's been already used and then popularized by one very famous psychologist Carol rack I will talk about her sooner or later but before we discuss about her book look at some dictionary definitions of mindset the free dictionary calm talks about

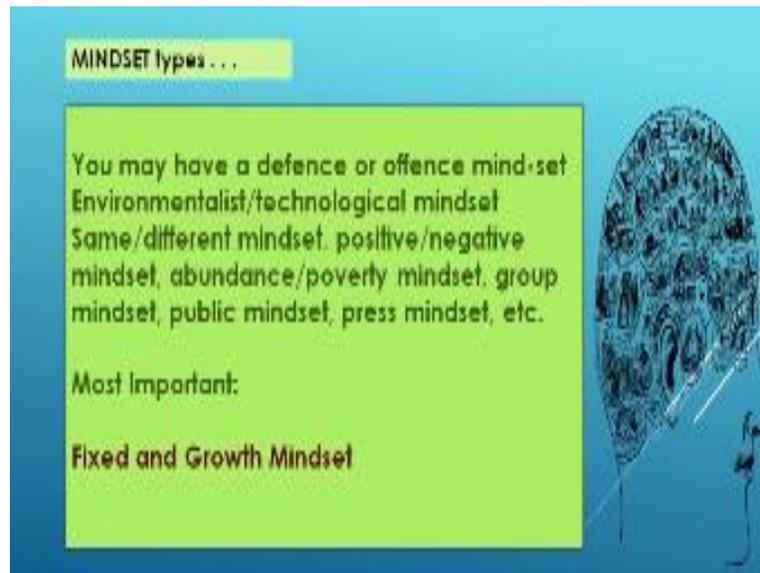
mindset as a habitual or characteristic mental attitude that determines how you will interpret and respond to situations it's a habit role or characteristic mental attitude.

Which means that even you don't think much about it you have already patterned that is the way you will behave you your behavior in a given circumstance is becoming very anticipatory the determines how you will interpret and respond to situations can bridge only in dictionary says that it's a person's way of thinking and their opinions the way a person will think and the way a person will give his or her opinion.

So that amounts to mindset if you slightly go back and look at how the word actually originated and if you look at the history of it meant habits of mind formed by previous experience so your own experience you look at somebody whom you had some kind of fate but then you learned that that somebody actually cheated you now you have an experience of disappointment betrayal and then every time in future when you look at a similar person you tend to develop a stereo type of that facial or that kind of person's physical structure.

And you try to associate that and your mind has form the kind of habit to think negatively about that kind of person so habits of mind formed by previous experience accounts for mind felt how do you identify certain types of mindset.

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In fact you can use mindset to any kind of habit any kind of behavior any kind of attitude that is shown you may have a different or offense mindset so if you have a difference or difference of mindset so you generally try to avoid conflicts even while driving you can be on the different thing or on the offensive if you are on the differencing you generally give way to others who want to overtake you are not in a hurry you just you go in a normal speed.

And even if somebody is coming in front so you are willing to wait till the person goes also the one who comes in the front is coming in a very aggressive manner it doesn't matter for you if you have an offense mindset you are aggressive so you want to dominate you want to put forward your views first you want to be hurt you want to establish that you know you should be first and you should be on the center stage so you want to start everything first.

And you want the other person to be a passive receiver you can have an environmentalist mindset so if you have that kind of environmentalist mindset you have a concern for the environment so you know that plastic is harmful so when you go to the shop you avoid taking materials on a plastic bag and then you go for shopping with your own bag or you go for paper

bags or you can go for anything that can be easily disposed and recycled but not that will harm the environment.

So you will look forward to spending time in a natural surrounding and all that if you have a technological mindset you may believe in the technological singularity that technology is going to dominate and technology is going to overpower everything else in the world so it is a mindset because you have your own beliefs you have your own experience thought process to think so you may have the same mindset of so many people who are in the class or in a group you may have different mindset than the rest of the people.

Most of the geniuses if you look at so they always taught a heard of the peer group and they had different kind of mindset you may have positive mindset you may have negative mindset you may have this abundant mindset or the poverty mindset or scarcity mindset even in previous course I talked much about this the abundance mindset and the scarcity mindset when you have abundance mindset you always believe that you will always have your own treasure.

You do not have to fight with others if you work hard you will get your reward in the scarcity mindset that is a thinking that resources scarce so you have to be in the right place you have to fight with others and to get even what you actually deserve to get so in that kind of thinking there is cutthroat competition a very negative way of flipping at other people whereas in the abundant mindset the competition is heavy in the mindset that is poverty or that is believing in the scarcity of resources.

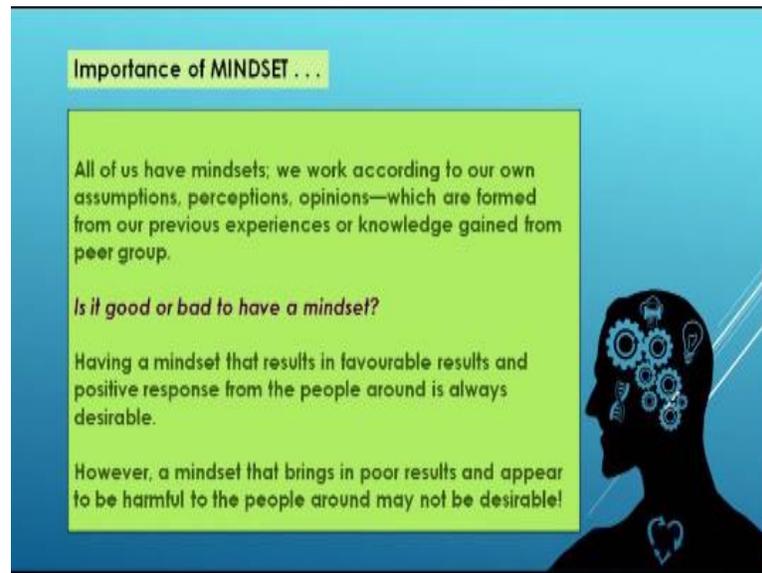
So one things that only by killing the other persons or energy and enthusiasm so this person can establish in favor hurtful you also have growth mindset that you tend to take a mindset of the group okay when you are not in the group you tend to behave in a different manner there may be public mindset as opposed to private mindset there is pres mindset so generally when they talk about this mindset we know that how pres is just focused on highlighting something and there are times that you see all newspapers all media channels will carry one single news throat as if nothing else is happening in the world.

So the best mindset is to harping on something focus on something and then blow it up out of proportion so generally the sort of associate a kind of negative connotation to press mindset and so on but the most important mindset that you need to know and that I am going to introduce this and that is very relevant for developing as well as enhancing your soft skills and personality if a both developing growth mindset as against fix-it mindset.

So the most important mindset type that we will be discussing in this course is on fix-it and growth mindset I will tell more about fixer and growth mindset in the coming lecture but again before we go to that I just want to tell you about the importance of mind set as such can we escape having a mindset first of all know all of us have mindset okay so even as I talk to you I have my own mindset I have my own open views perspective of even looking at this coach now you may have your own mindset I have my own open views perspective of even looking at this coach.

Now you may have your own mindsets when you are receiving things so all of us have our own mindsets and we work according to our own assumptions our own perceptions our own opinions which are formed from our previous experiences or knowledge gained from peer group whether we gather experience and form our own opinions or we accumulate knowledge from the peer group.

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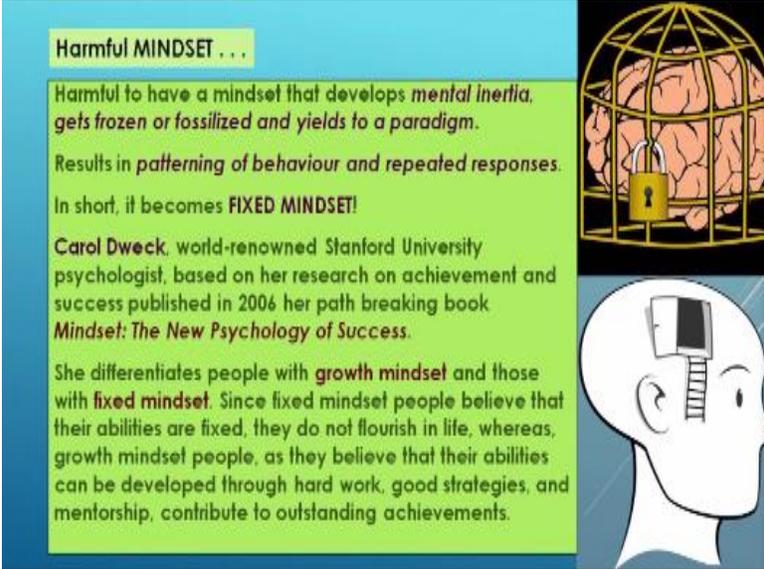
So we take inferences from them and then act accordingly we develop our own group mindset. So all of us have mindset and if you ask me the question whether it is good or bad to have a mindset first of all you understand that such a question is irrelevant once I have fed that all of us have mindsets. So all of us possess it but what is the relevance of asking such a question whether it is good too bad whether it is good or bad to have a mindset.

Instead of asking that one should realize that either we should have good mindset or bad mindset or is there something like that. So to answer that I would say that having a mindset instead of putting relative terms as whether it is a good mindset or a bad mindset having a mindset in general that results in favorable things around you. That will give you favorable results and positive response from the people around is always be fair of it in the sense.

So we are always interacting with our circumstance we are always interacting with people around us the environment in the interaction if you get favorable positive response so whatever mindset you have maybe a desirably one. However a mindset that brings in poor results and appear to be harmful to the people around may not be desirable a mindset of a dictator the mindset of a serial killer so these are all going to harm the society as such.

Then even with scarcity mindset if you are supposed to work in a group so you will always try to pull down others even if they are better than you will not learn from them. So the harmful mindset if I can elaborate more on that can eventually develop a kind of mental inertia and it gets frozen or fossilized and each tree of paradigm.

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Harmful MINDSET . . .

Harmful to have a mindset that develops *mental inertia*, gets frozen or fossilized and yields to a paradigm.

Results in *patterning of behaviour and repeated responses*.

In short, it becomes **FIXED MINDSET!**

Carol Dweck, world-renowned Stanford University psychologist, based on her research on achievement and success published in 2006 her path breaking book *Mindset: The New Psychology of Success*.

She differentiates people with **growth mindset** and those with **fixed mindset**. Since fixed mindset people believe that their abilities are fixed, they do not flourish in life, whereas, growth mindset people, as they believe that their abilities can be developed through hard work, good strategies, and mentorship, contribute to outstanding achievements.

The slide features two illustrations: a brain inside a yellow wire cage with a padlock, and a white head profile with a ladder inside, symbolizing growth and learning.

So what do I mean by having a harmful mindset anything that develops in the form of mental inertia. Which means after sometime the mind may not progress the mind will not think further it gets frozen it is not in a state of flux or thoughts get fossilized and you cannot change the pattern of thinking at all and it is pure parody a pattern. This will result in patterning of behavior and repeated responses.

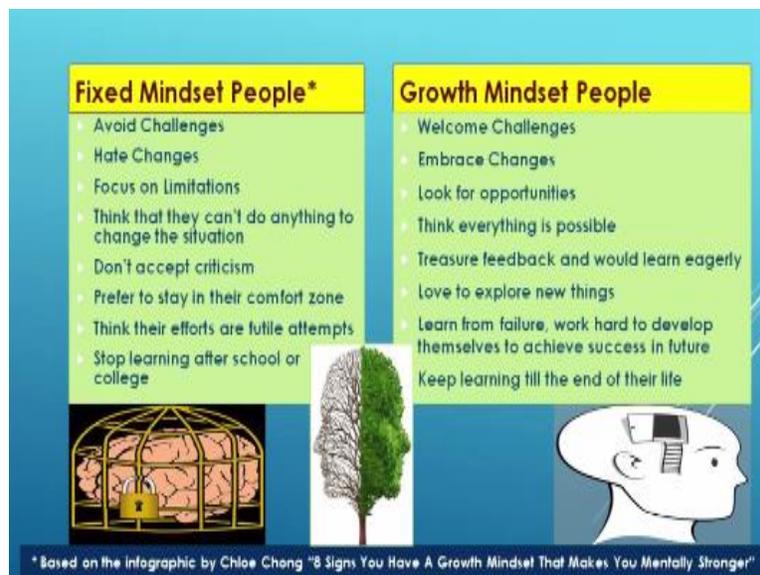
So time and again you will not change you will not alter you will not learn from a failed behavior you will continue to do the same thing because the mindset has let itself into a mental inertia in short. We can say that it has already become fixed mindset so it become fix it and then there is inertia that has developed and it is notable to grow further. This is where I would like to introduce the famous book by Carol Dweck.

Carol Dweck is a world-renowned Stanford University psychologist and based on her research on achievement and failures published in 2006 at path-breaking book *Mindset: The New Psychology of Success*. What is her focus on the book she differentiates people with growth mindset and those with fixed mindset? Since fixed mindset people believe that their abilities are fixed.

So they cannot change they do not flourish in life there are growth mindset people as they believe that their abilities can be developed through hard work good strategies and mentorship contribute to outstanding achievements. Now the entire book is dedicated to how one should develop this. What are the limitations in keeping a fixed mindset and all that?

Again we will discuss those things in the coming lessons but before I go to that this is another interesting thought on how to check whether you have a growth mindset or you have a fixed mindset and this is from Chloe Chong

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So I have given the detail at the end of this lecture if you want you can just even go to the link and it is available online and it is in the form of an interesting info graphic. So it is in the form of

pictures the contents thought is something that goes like this that tries to differentiate the fixed mind people with growth mindset people. There are eight points now just see where you fit?

So the fixers mindset people normally try to avoid challenges so whenever there is a challenge they will try to avoid they will run away they will hide themselves whereas the growth mindset people they welcome challenges because they see challenges as opportunity to change and grow. Fixed mindset people like status coke.

They hate changes any new thing that is introduced however new it may be anything that will bring about change at a personal level professional level they hate it. But if they are a growth mindset people embrace changes they look forward to changes they want to change themselves change the environment and make the place much better than it was before.

Fixed mindset people focus on limitations they always look at shortcomings they always look at drawbacks in a situation. Growth mind set people look for opportunities so remember the first example I gave were people are not wearing shoes fixed mindset person who went as a representative thought that this is a major limitation because they cannot have a shoe factory there as nobody will be wearing shoes.

But if the growth mindset representative looked that as an enormous possibility of opportunity to establish a big unit there because people are not wearing shoes it only needs to tell them the importance of wearing and then make them enjoy wearing that and once you make them do and then there is a huge market and demand for failing shoes.

Fixed mindset people think that they cannot do anything to change the situation so they will not even do anything they will not attempt to do anything to change. It whereas growth mindset people think everything is possible even in a tight corner even in desperate situation they seek desperate remedies. They will try to find out some way or other to come out of that situation.

But a fixed mindset people think that situation cannot be improved and then they accept it however fixers mindset people do not accept criticisms so if anybody criticizes if anybody points

out some of the limitations drawbacks in them. So they will react in a negative manner they do not even accept they will try to find fault with the other person and then they will try to snap.

They will not receive it whereas growth mindset people they crusher feedback the value feedback they use feedback to develop themselves and would learn eagerly from the feedback that is not given to them success mindset people. They always prefer to stay in their comfort zone they do not want to try anything new because they are used to doing something the same way.

The routine rut that they are used to so they do not want to change themselves they do not want to try anything by coming out of the comfort zone whereas growth mindset people they allow to explore new things they want to try out. So if something is risky so that is all the more challenging they just love to explore new things fixed mindset people think their efforts are futile at terms especially in a situation where they are bound to fail so they may think that why to try?

So it is futile it is hopeless to even try situation will not improve I am going to fail anyway there is growth mindset people even if they know that there is this risk of failure they would fail because they know that they can learn some failure and they will work hard to develop themselves to achieve success in future.

They will make the same failure a howling success in the future so they learn from the situation that cost them failure. New strategies they will take feedback from Mentors some people who have already crossed that situation and they will work hard to change that failure into a huge success. Fixed mindset deeply attitude towards learning is different from the growth mindset people fixed mind people interestingly they stop learning after school or college.

They think that learning is finished once your school is over once your college is over they think that learning is finished so if they said it will try standard they think that after that they do not have to learn anything or if they finish the graduation they think that by graduation the learning is over. Where a growth mindset people for them learning is a lifelong process and they keep learning till the end of their life.

In fact they devote every day at least one hour up to three hours to read new things to keep themselves up-to-date to learn what is new what is happening what is setting the trend what is it that they have not learned so far what is it that can even learn something like even foreign language. You will see growth mindset people learning even at the age of 60 or 70 and then they do not mind learning it even just for the sake of learning or just for one small basically foreign country.

They watch just for the fun of watching a movie without getting it translated or just reading that novel in the original language so they keep learning till the end of their life. Now this is a brief catalog brief way of categorizing fixed mindset people and growth minds of people and then. You just see that you fit in especially if you are sitting in the fixed mindset people category.

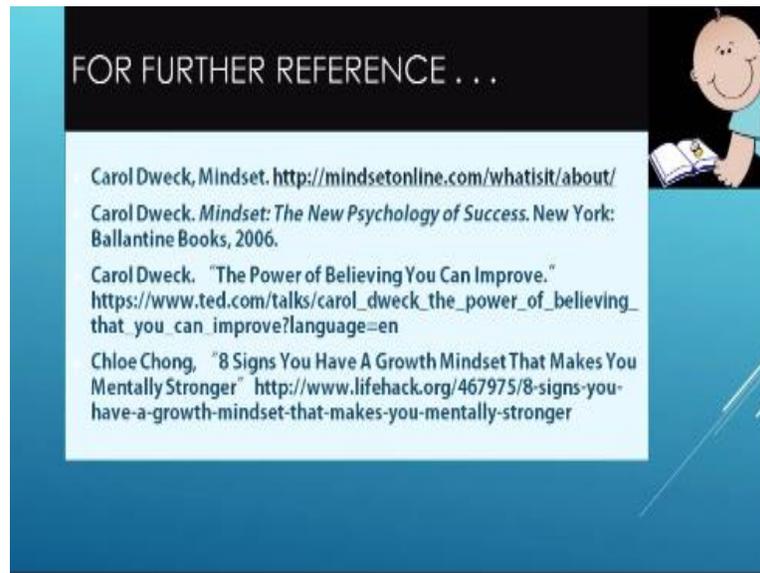
So then you need to realize that you need to slowly move towards this side growth mindset people again. I will tell you why it should be done and how it should be done in the coming lecture but in the meanwhile let me conclude this lecture with a very interesting thought from the author of this book mindset Carol Dweck.

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So quote-unquote from her she says I have always been deeply moved by outstanding achievement and saddened by wasted potential just think about this. What does she mean by this? I have always been moved by outstanding achievement and saddened by wasted potential. For further reference I would suggest that you may go to the site of Carol Dweck online and then I have given you the link.

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so there you can just know brief things about what is mindset so whether you have growth mindset or fixed mindset and then if you have time you can buy the book read from the book on your own the book mindset itself. And most interestingly I would suggest that find some time to watch this TED talk ok there is a video lecture by Carol Dweck.

So watch that lecture and that's about the power of believing you can improve meaning you can change some fixed mindset to growth mindset and then the brief information that I produced from slow song on 8 signs you have a growth mindset that makes you mentally stronger is also available on life hack dot org.

Which you can go for further reference and then look at the way it is told to you in a very pictorial manner now with this thought on mindset. I would like you to give a deep thought about your own belly and then your own values and just ask yourself where are you in terms of mindset and then in the next lecture let us look more about what you can do in case you are in a fix third one and why you should change this fixed mindset so see you in the next lesson until then bye have a nice day and try to change your mindset if it is fix it. Thank you for watching this video.

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