

**Indian Institute of Technology Kanpur**

**National Programme on Technology Enhanced Learning (NPTEL)**

**Course Title**

**Enhancing Soft Skills And Personality**

**Lecture - 04**

**Mindset-2 Learning Mindsets**

**by...**

**Prof. T. Ravichandran**

**Dept. of Humanities and Social Sciences**

Hello hi welcome back to my course on enhancing soft skills and personality I am professor of Ravichandran from the Department of humanities and Social Sciences IT Kanpur we are giving this course to you through the format of NPTEL move this is the first week and fourth unit and this is the fourth lesson as far as the concept is concerned this is the second topic on mindset and in this lesson we will focus on learning mindset if you remember what we did in the previous one I will just try to recapitulate very quickly as what I did in the last lesson in the last one.

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**Highlights OF THE LAST LESSON**

Discussed various types and definitions of mindset.  
Mindset is one's belief, mental attitude, habitual way of interpreting and responding to situations.  
Same situation can be responded to in different ways owing to different mindsets.  
The way we respond to failure especially tells us whether we have a growth mindset or a fixed mindset.  
It's important to nurture a growth mindset to keep enhancing personality traits and skills.  
It's harmful to have a fixed mindset as it leads to mental inertia and intellectual fossilisation.  
Distinguishing traits of growth mindset people are: **their ability to welcome challenges, embrace changes, look for opportunities, optimistic thinking, learning from failure, responding to feedback and exploring new things.**

I discussed various types and definitions of mindset basically I try to focus on the definition that mindset is one's basic beliefs mental attitude habitual way of interpreting and responding to situations often we do not know that it is our mindset that is determining the way in which we are giving our opinion the way in which we are deciding to choose something we actually do not know but it is something that we have developed habitually.

We have developed through our experience now the focus on this mindset particularly we talked about various types of mindset so that helps us in developing our personality and skills such as soft skills which are actually appearing to be something that is trying to exemplify in terms of behavior what we have inside us now back to mindset same situation can be responded to in different ways going to mindset.

I gave you the example of rain for a rain that falling in some place one person is so inspired to write even a poem on that and whereas the other person feels so depressed and then even he may think of even committing suicide in that mode so our mood is another thing that mind set is contributing to so the way we respond to failure in particular tells us whether we have a growth mindset or a fixed mindset so the one with a fixed mindset whenever there is a situation where he

or she is confronted with failure beliefs that he or she lacks the talent lacks that right that is why he or she has failed in that situation.

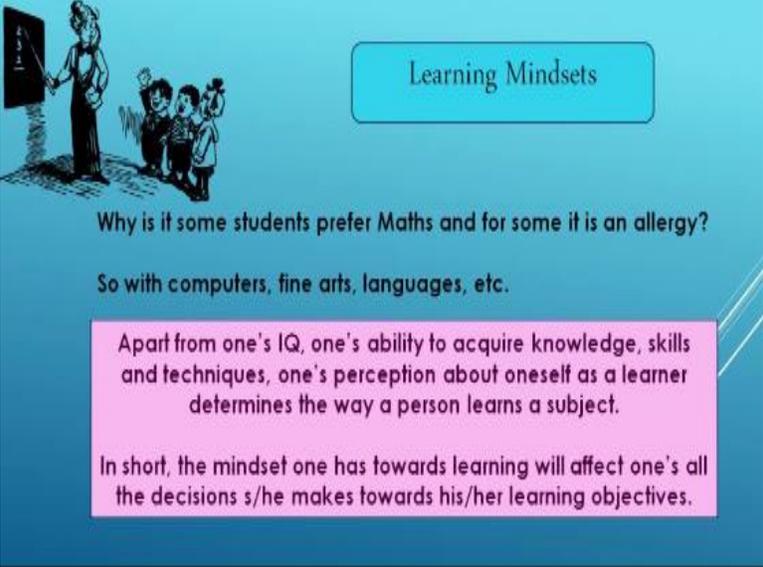
So it is important to nurture a growth a growth mindset to keep enhancing personality traits and skills however it is harmful to have a fixed mindset as it leads to mental inertia and intellectual fossilization so what is meant by this if for a longtime your mind starts thinking in the same way there is a kind of patterning that is happening and inertia develops you will keep on thinking in the same way you will repeat the same behavior again and again to the same situation.

And you will not think of responding in a different manner given the same situation that recurs frequently so it is harmful to have that kind of succeed mindset especially if you are interested in developing and enhancing your personality we also discussed in the previous lesson about the distinguishing right of growth mindset people in comparison and contrast with those people who have fixed mindset some of the try that we are discussed in the previous one include their ability to welcome challenges that is people with growth mindset.

They have the ability to welcome challenges they embrace changes they look for opportunities even in a very highly desperate situation they look for opportunities and they are always optimistic in their thinking they are not put down by any setback they are willing to learn from failure and in fact they learn so much from failure and they respond to feedback instead of giving negative response to criticism like the fixed mindset people they respond to feedback and they are always exploring new things because their attitude towards learning is something that goes for a lifelong period learning is not something they stop with high school or with college or with inner-city education learning is something that they continue till the end of their life.

Because of this attitude when a person has a growth mindset we also need to realize and know and understand what is it that is trying to determine the way link the way we learn something that is what I try to identify as learning mindset look at this way ask this question why is it that some students preferred maths and for some other students it is actually an allergy the same thing can be said about so many other subjects.

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Learning Mindsets

Why is it some students prefer Maths and for some it is an allergy?  
So with computers, fine arts, languages, etc.

Apart from one's IQ, one's ability to acquire knowledge, skills and techniques, one's perception about oneself as a learner determines the way a person learns a subject.

In short, the mindset one has towards learning will affect one's all the decisions s/he makes towards his/her learning objectives.

For some students computer science it is like eating the cake whereas for some other students it is causing much of allergy there is technophobia there is fear of even touching the computer now why is it so same thing we can talk about why not for some students drawing a picture painting something comes so naturally then working out with some kind of scientific theorems and calculations so much so we can say the same thing about in terms of learning a language but some learning a language comes so easily but some it's very difficult.

Now why do you think so if you deeply analyze again the recourse is in the way one has developed a learning mindset this means apart from one IQ that is apart from one intelligent quotient by which one is able to acquire knowledge skills techniques and other methodologies much more efficiently than others once smartness is determined by this level in which one is able to execute a task with speed accuracy efficiency much more than the other person.

Now apart from this IQ one perception about oneself as a learner determines the way a person learns a subject this means apart from one basic skill set once intelligence once brings level of acquiring information apart from this the very person is believing or understanding as how the person is able to gain acquired knowledge about the subject so that actually determines the

person is performance in that subject also in short the mindset one has towards learning will affect one's overall decisions.

Whether he or she is making progress towards his or her learning objectives this again simply means whether you like a subject or not but you are performing in that subject with a high level of grades or not that depends on not your IQ as such but on the way you are believing that you are capable of learning the subject also it is not actually about your capacity it is more about your belief and the attitude the perspective and the understanding that you have about yourself.

Let us go back to some of the ideas that have been discussed in Carol Deck's book on mindset one of the important observations that comes from the book is that the author says we have developed our learning mindsets from the primary or even the middle school level itself so we go back and then it is not just getting developed at a later stage but even at the very early days of our schooling our mindset towards learning some subjects our preferences our likeness and our dislike.

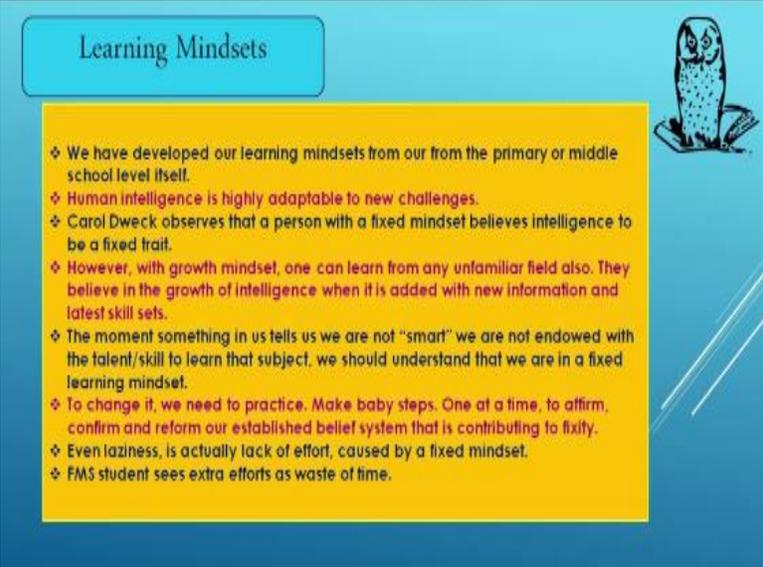
So all are developed at that stage itself but the other interesting factor is that also we have tried to condition our mind they created a kind of mind set in terms of preferences human intelligence is not actually bound by this kind of preferences human intelligence is highly adaptable it is malleable it can be changed it can be molded especially when it is confronted with new challenges it can easily adapt it can change unlike the fixed mindset.

That we might have developed or contrary to what we think that we cannot do that human intelligence as such can be developed because of its adaptable nature so a person with a fixed mindset Carol Deck points out believes that intelligence itself to be a fixed whereas in truth intelligence is not a fixed but the person with a fixed mindset we tend to believe that intelligence cannot be developed intelligence cannot be grown brain itself is limited brain cannot be grown that is the thinking of a person with a fixed mindset however with a growth mindset.

A person can learn from any unfamiliar field also an unexplored area unknown area completely unknown totally new subject even then a person with a growth mindset can learn and gain from

that because people with growth mindset believe in the growth intelligence they believe that intelligence can be grown especially when it is added with new information and latest skill sets they are willing to acquire the state-of-the-art skill sets which are available they are willing to challenge themselves to develop new knowledge.

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The slide is titled "Learning Mindsets" and features a list of seven bullet points. To the right of the text is a cartoon illustration of an owl. The background is blue with a yellow box containing the text.

- ❖ We have developed our learning mindsets from our from the primary or middle school level itself.
- ❖ Human intelligence is highly adaptable to new challenges.
- ❖ Carol Dweck observes that a person with a fixed mindset believes intelligence to be a fixed trait.
- ❖ However, with growth mindset, one can learn from any unfamiliar field also. They believe in the growth of intelligence when it is added with new information and latest skill sets.
- ❖ The moment something in us tells us we are not "smart" we are not endowed with the talent/skill to learn that subject, we should understand that we are in a fixed learning mindset.
- ❖ To change it, we need to practice. Make baby steps. One at a time, to affirm, confirm and reform our established belief system that is contributing to fixify.
- ❖ Even laziness, is actually lack of effort, caused by a fixed mindset.
- ❖ FMS student sees extra efforts as waste of time.

So they also subsequently believe that this realm of knowledge in terms of brain activation itself can be expanded the moment something inner spaces that we are not that smart or that guy is smarter than me that guy has a better DNA that guy must be genius she is so naturally talented but I am not that smart I am not that talented so the moment this kind of talking is happening in our mind saying that we are not endowed with the talents skill to learn that particular subject or enter into that field or know something about that area.

We should understand that we are in a fix or learning mindset so the moment something comes and tells in our mind no, no you can do this we are not smart to learn this to change it what should we do we need to practice so we need to welcome challenge we need to practice we need to take extra tutorials we need to meet the teacher take extra time spend slightly extra time in a consistent manner in the initial days but sooner or later.

You will realize that you also is making headway making good progress and you also realize that but it is nothing to do with smartness make baby steps one step at a time but be firm that you will make one step so that is how you will reach towards your goal one at a time to affirm to confirm in your mind and change that mindset and reform your established belief system that is contributing to the fixity of the mindset now a director and others also point out another interesting thing about laziness.

Even laziness is actually lack of effort caused by a fixed mindset so laziness as such there is nothing like laziness it is only lack of interest it's only lack of one is inherent interest that is preventing him or her to take efforts to do that it's actually not laziness students or people with fixed mindset so they will see extra force as waste of time so they will think that why should I spend extra time in this subject so I am weak I am dull I am stupid I am not smart I cannot learn this so let me not even take any force in learning this.

So that is the one with fixes mindset now having described this aspect of learning mindset let me try to give you some suggestions ideas as how you can develop growth mindset towards learning, learning in a general sense like learning anything whether it is driving a car or learning German learning any foreign language learning to use a computer so any kind of learning so how to develop growth mindset another interesting book.

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Developing Growth Mindset Towards Learning 

Terry Doyle & Todd Zakrajsek in *The New Science of Learning: How to Learn in Harmony With Your Brain* deriving from Carol Dweck's concept of mindset, suggest ways for changing to a growth mindset.

- ✓ Recognize that hard work, gaining new knowledge, facing challenges will facilitate growth mindset.
- ✓ Intellect can be grown with regular practice. Brain muscle can be strengthened.
- ✓ Failure need not be an end in itself. Focusing on how to improve using different strategies, giving more time and efforts can contribute to success.
- ✓ Be always willing to take risks in terms of learning however difficult it looks.

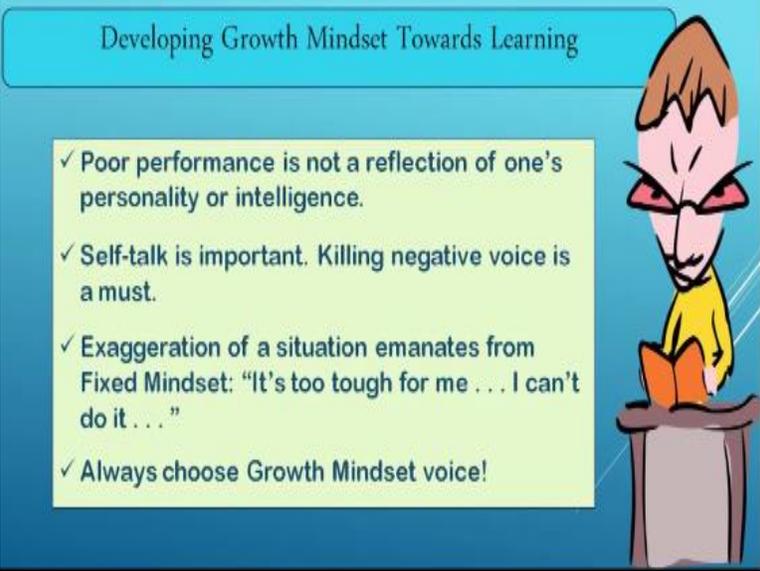
That you should read is written by Terry Doyle and Todd Jack Rask they are the authors of the new science of learning how to learn in harmony with your brain and they derive their ideas for one of the chapters from Carol Deck's concept of mindset in which they try to suggest ways of changing to your growth mindset so adopting from their views I would like to tell you the following so that you can develop your own growth mindset towards learning first and foremost thing is that recognize that hard work gaining new knowledge facing challenges will facilitate growth mindset.

As supposed to the lazy mindset thinking that I will not take effort shift your thinking too I will try to work hard in this area I will try to gain new knowledge I seek new information I will try to update my knowledge and then I will try to face challenges so this recognition will facilitate growth mindset this means if you want to develop growth mindset in learning try to work hard do not hesitate to gain new knowledge and keep on facing challenges intellect intelligence brain can be grown with regular practice.

Just like the way you develop your muscle brain muscle can also be strengthened developed enhanced again by practice failure is the next important aspect of identifying whether you have a growth mindset or a fix it may affect failure for a person with growth mindset will not be need not be an end in itself failure will not determine the personality of a person with growth mindset focusing on how to improve a situation in which you have apparently failed but not actually failed so focusing on how to improve that situation using different strategies different techniques new methodology giving more time and giving more effort can actually contribute to success.

In fact many successful people with growth mindset as hugely benefited from failures not having failures would only indicate that the concerned person has not tried at all be always willing to take risks in terms of learning however difficult it looks initially if you are approaching a new subject it appears to be very difficult very tough but despite the fact that it appears to be very difficult very tough be always willing to take risks in terms of learning.

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Developing Growth Mindset Towards Learning

- ✓ Poor performance is not a reflection of one's personality or intelligence.
- ✓ Self-talk is important. Killing negative voice is a must.
- ✓ Exaggeration of a situation emanates from Fixed Mindset: "It's too tough for me . . . I can't do it . . ."
- ✓ Always choose Growth Mindset voice!

The slide features a cartoon character with a large head and a small body, wearing a yellow shirt and reading an orange book. The character has a determined expression. The background is a light blue gradient.

And see how even though it looks so difficult you are willing to take risks so that alone will make you make good progress just to give you some more tips on developing growth mindset towards learning do not be deterred by poor performance poor performance is not a reflection of

one is personality or intelligence if you failed in one subject one paper one area that is not determining or saying that your failures a monumental failure and you will not make any success in any areas in any aspect of your life so it's wrong to consider that poor performance is something that is determining your personality.

And that only a person with a fixed mindset will do the other important part is doing this self-talk, self-talk is very important that is when you get up in the morning and if you are going to try to do a difficult task especially in terms of gaining some knowledge about the new subject keep telling that it's easy it is easy I have the growth mindset I will be able to tackle this I enjoy facing challenges at the end of this day I would learn this much which will help me to know much better or tomorrow.

I am Not Afraid I may not be smart but I am willing to work hard that self-talk that is very important that telling yourself come on do it at the same time it is very important to kill that negative words killing that negative voice is also a must what is the negative voice telling you that you cannot do it so not smart enough this is too difficult for you so try to kill it and then the doubting voice inside that is also too bad can you really do this can you really handle this situation so kill this kind of negative voice and say that with positive affirmation that no I can do this I will handle this I prove that I can do this much better than other people.

And similarly exaggeration of a situation I manage from a fixed mindset if you should understand normally when the mind thinks that oh this is too big for me this is too difficult for me this is too tough impossible I cannot do this at all nobody can do this now this is an exaggerated way of looking at things which is not actually happening in reality there are people who have done it 10 times 100 times better than you at that moment of your thinking you only need to realize or see the example identify Mentors identify people who have crossed that situation and then take that as a kind of inspiration to move ahead.

So that exaggerated thought is opposed to growth mindset you have to make yourself see what is real and in reality most of our exaggerated fears never happen and last but not the least always choose the growth mindset boys the interesting thing that talks about is that fixed mindset and

growth mindset they not 100% determine the personality of a human being what does it mean you cannot say just like we try to talk about human personality type II type B you cannot say that this person always has a fixed mindset and this person always has a growth mindset what actually happens in reality is that we all have growth mindset in certain aspects of our life.

And we all also have fixed mindsets in certain other aspects a teachers may be very encouraging for example especially people from very poor back know the teacher is willing to give more time give extra time and then the teacher is very supportive the teacher may have a fixed mindset with regard to let us say demon emancipation so the teacher has a very conservative outlook towards of promoting girls students for example so that is a fixed mindset that has come from certain experience but the teacher is extraordinarily good in certain other aspects.

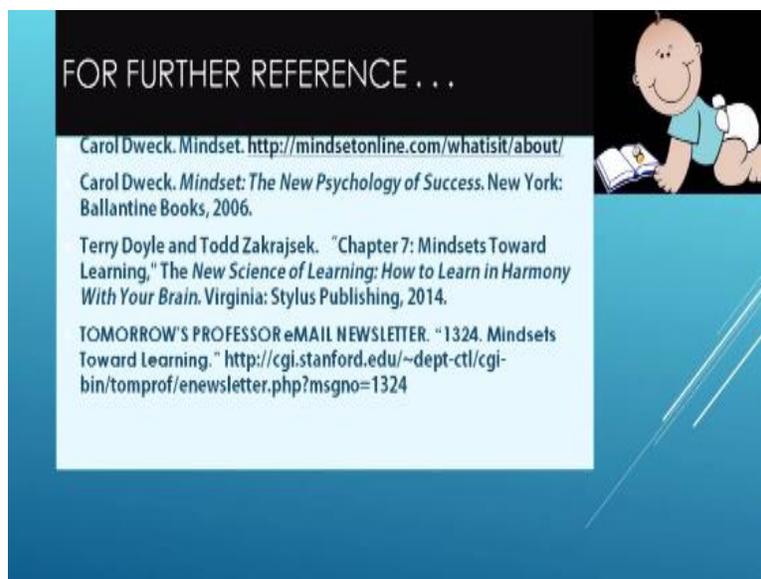
So what it means we always have a voice that is trying to tell take us in a fixed mindset root and there is another voice that is also trying to tell you no do not do that and then try to do this improve on yourself and then there is this growth mindset boys now when you are caught between those two always try to choose the one that is saying that it is risky but it is worth trying.

So that is the growth mindset for now towards concluding this lecture I just want to leave you with some thoughts some inspiring quotations which tell you how people with growth mindset think normally look at the famous quote from Thomas Alva Edison so when he was interviewed by a journalist especially after his failure and repeated failure in terms of building a life book in terms of building a life by he made this quote, quote unquote thesis I have not failed seven hundred times.

I have succeeded in proving seven hundred ways of how not to be a light bulb I have not failed seven hundred times I have succeeded in proving seven hundred days of how not to build a light bulb so however accepted failure he only thought that he used the different strategy and now he needs to use something else so that you can finally build this light bulb Michael Jordan quote unquote I can accept failure everyone fails at something but I cannot accept not trying so failure I can accept it so that is not going to defeat my personality.

But I can accept not trying it's your ability to try again and again so that is giving you this growth mindset and finally another interesting quote from Andre st.Lake it is about this humble bumble bee according to aerodynamic laws the bumblebee cannot fly it is body weight is not the right proportion to its being fine but if you look at the humble bumble bee it ignores these laws ignoring these laws to be slice anything so if you are conditioned by laws your mind becomes fix it.

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If you are able to ignore even the laws which are supposed to be fundamental you can actually come out of that so that is the lesson that this bomb will be tells us for further reference apart from the materialize from Carol Deck that I mentioned in the previous one you can also take a look at Terry Doyle's book on the new science of learning in which the chapter 7 is completely about mindsets toward learning the entire part is summarized and given in a very easily digestible manner from tomorrow is professor email newsletter which is also available online.

If you click the link that I have provided so keep thinking keep asking these questions whether you have growth mindset or fixed mindset by and large and what are the areas aspects of your

life in which you have fixed mindset and you have growth mindset now if you have succeed mindset and if it is trying to curtail the development and enhancement of your personality high time that you try to change the pixel mindset into growth mindset hopefully the tips given in this lecture will help you to positively develop your growth mindset thank you for watching this video I will come back with one more lecture one more lesson on mindset and this before that I request you to go through the TED talk that I mentioned to you in the previous lecture is possible and that will prepare you for the next lesson also thank you for watching this video see in the next lesson.

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