Mindset.

(JHH, 2010)

What most determines success in this class and in life?

Is it pure talent and luck? (They obviously can effect success, but they are low on the list of success, because they tend to balance out over time.)

The biggest difference, whether being successful in speech class, your job, or the “big game” is right between your ears. It’s called “mindset”.

In a given situation, we have a choice between a fixed viewpoint or a growth approach.

Briefly, *fixed* is static, and doesn’t allow for growth or learning, so success is very limited, while a *growth* mindset encourages learning, improvement and success, even in the face of adversity.

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| **Fixed** | **Growth** |
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| “We’ve always done it that way.” | “Let’s try something different” |
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| Failure is permanent | Learns from mistakes. |
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| Focuses on past success and failure | Focuses on today and tomorrow |
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| Results | Process |
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| Needs to prove self. Fears mistakes | Needs to grow. Learns from mistakes. |
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| Keys to life are external, like luck, money, genetics, personal characteristics, etc. | Key to life is the capacity to learn and grow. Chooses opportunity |
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| Avoids risk. Hates rule changes | Welcomes challenge, and opportunity. |
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| Inaccurate self-assessment | Clear self-assessment |
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| Focuses on possession (what they have) | Focuses on seeking, learning |
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| Zero sum. Only so much to go around. | Abundance. |
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| .Winning | Improving |
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| In business, bold execs, top down | Leader as servant. |
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