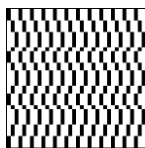


Mindset

How to fulfil your potential as a gifted person

09-08-2019



www.riannevden.nl

Rianne van de Ven
Coaching & Consulting

Introduction



- Rianne van de Ven (1971)
- Professional Coach for gifted adults since 2007
- Chair of the board Gifted Adults Foundation in the Netherlands (IHBV)
- ECHA Specialist in Gifted Education
- Trainer, teacher about giftedness in adults for several educational institutes

Rianne van de Ven
Coaching & Consulting

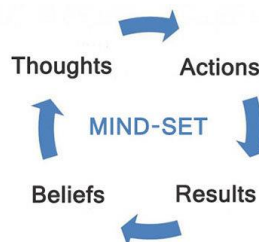
Mindset theory - Carol Dweck

"mindset" {noun}

a set of beliefs or a way of thinking that determines one's behavior, outlook and mental attitude.



Rianne van de Ven
Coaching & Consulting



Rianne van de Ven
Coaching & Consulting

Fixed and growth mindset

- Dweck discovered that people differ in the way they think about themselves and in particular about their intelligence and qualities / traits.
- fixed and growth mindset

Rianne van de Ven
Coaching & Consulting

Fixed mindset

- People with a fixed mindset believe their personal traits are fixed. One is born with a certain amount of intelligence and qualities and one has to deal with that for one's entire life.

Rianne van de Ven
Coaching & Consulting

Growth mindset

- People with a growth mindset believe they can continuously improve and develop. Abilities are only the starting point; one can continue to grow through hard work and learning by experience.

Rianne van de Ven
Coaching & Consulting

Fixed Mindset

- Avoid challenges
- Give up easily when confronted with obstacles
- See effort as fruitless or worse
- Ignore usefull negative feedback
- Feel threatened by the success of others

Growth Mindset

- Embrace challenges
- Persist in the face of setbacks
- See effort as the path to mastery
- Learn from criticism
- Find lessons and inspiration in the success of others

Rianne van de Ven
Coaching & Consulting

Note!

- Nobody has 100% either a fixed or growth mindset
- Everybody has some of both
- It also depends on the confidence in your skills, so it can differ per skill
- But it is explained in this black-and-white way to explain the difference

Rianne van de Ven
Coaching & Consulting

Source:
<https://mindfulbydesign.com/>
James Anderson



Rianne van de Ven
Coaching & Consulting

Relation with giftedness

- Gifted children are quick learners
- They often did things good or even perfect in their first attempt (sometimes without preparation and without effort)
- Were often praised for their results
- Were rarely challenged
- Rarely found things really difficult

Rianne van de Ven
Coaching & Consulting

... this could lead to

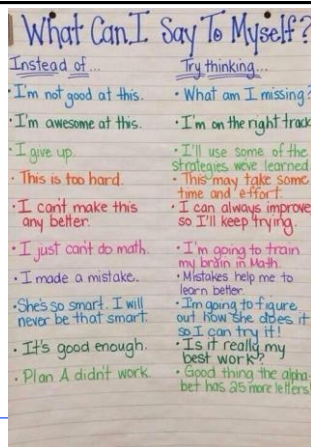
- Not having to think about a strategy how to tackle a problem
 - Not many failures
 - Rarely the necessity to evaluate
 - Procrastination when they do not know how to handle something
- fixed mindset

Rianne van de Ven
Coaching & Consulting

How to develop a growth mindset

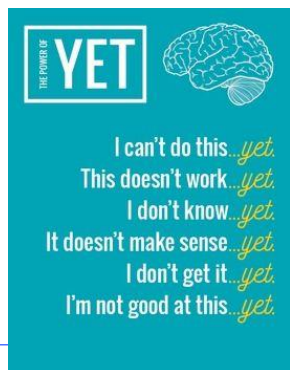
1. Be aware of your thoughts and beliefs
Learn to hear the voice of your fixed mindset
2. Realize: you have a choice!
The brain is able to change continuously and with dedicated effort you can develop new skills
3. Re-write your thoughts
Also: answer with the voice of your growth mindset
4. Practice outside your comfort zone
Take small steps and celebrate your improvements

Rianne van de Ven
Coaching & Consulting



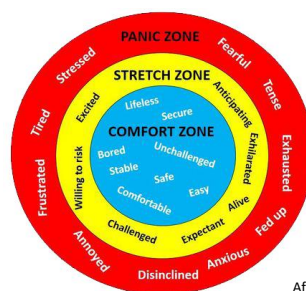
Rianne van de Ven
Coaching & Consulting

The power of YET



Rianne van de Ven
Coaching & Consulting

Get out of your comfort zone!



After Senninger (2000)

Rianne van de Ven
Coaching & Consulting

Comfort zone	Stretch zone	Panic zone
No challenge No stress	Quite a challenge Little bit of stress	Huge challenge High level of stress
Limited need to think/prepare	Requires some real thinking/preparation	Cognitive overload
Limited learning	Effective learning	Limited learning

Rianne van de Ven
Coaching & Consulting

Practice



Rianne van de Ven
Coaching & Consulting



Rianne van de Ven
Coaching & Consulting



And celebrate improvements !

Rianne van de Ven
Coaching & Consulting

Video "Praise"

- Explains of the most important studies of Dweck
- Note: this movie was made by a basketball coach for his website, hence the use of the word "court" at the end

Rianne van de Ven
Coaching & Consulting

Youtube link to video shown:
<https://www.youtube.com/watch?v=NWv1VdDeoRY>

Rianne van de Ven
Coaching & Consulting

Praising

- Growth compliments
 - Focus on development
 - Use verbs like becoming, learning, doing
 - Compare with own results, not with others
 - Are realistic
 - Are about behavior, not traits
 - Are specific
 - Are about effort
 - Are about the process
 - Emphasize that failure is part of learning
 - Say that further development is possible

Rianne van de Ven
Coaching & Consulting

Bron: platform mindset

PLATFORM MINDSET - LET'S GROW!

Rianne van de Ven
Coaching & Consulting

Criticism

- There is some criticism on Dweck's work both on the scientific base
- As on how this theory is implemented in education
- Especially girls need to hear that they are intelligent and that that is fine! (Dr. Sally Reis)
- Not everything is feasible (for everybody)

Rianne van de Ven
Coaching & Consulting

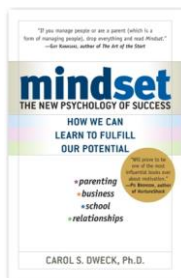
And yet....

- Focusing more on the process and less on the (end-)result, is very helpful for a lot of my clients when dealing with
 - Procrastination
 - Fear to fail
 - Perfectionism
 - Study skills
 - Low self esteem
- It helps them in fulfilling their potential, developing new skills and to experience more satisfaction in life!

Rianne van de Ven
Coaching & Consulting

Want to know more ?

- Youtube!
- Platformmindset.nl
- Book Carol Dweck



Rianne van de Ven
Coaching & Consulting

Questions?



Rianne van de Ven
Coaching & Consulting