

5 common growth mindset threats: *Symptoms & Solutions*



Threat: Facing challenging work.

Watch for: Procrastination, anxiety, off task work.

Solution: Check the challenge level, praise the process and each small progress.



Threat: Competition and comparison.

Watch for: Disliking one's own work, low participation, making excuses.

Solution: Reduce opportunities for comparison, celebrate others.



Threat: Protecting self-worth.

Watch for: Not trying, choosing easy tasks, self-handicapping.

Solution: Reaffirm worth, reinforce hard work as good, and offer many chances.



Threat: High-stakes situations.

Watch for: Stress, worry about consequences, fixation.

Solution: Minimize the stakes if possible, consider objective impact, make a plan.



Threat: Not seeing one's own growth.

Watch for: Frustration, discouragement, disengagement.

Solution: Recall recent successes, look for evidence of growth.