

Growth Mindset Plan - Daniel H. Cruz

The plan is to begin assessing immediately what type of mindset I currently have.

- After reading the articles and completing the self assessment, I have concluded that I have a mixed mindset. It is a mixture of fixed and growth.
- The fixed mindset arises when I am in a difficult situation, uncharted territory, or not interested in the topic.
- The growth mindset arises when it is a challenging situation, uncharted territory, and I enjoy the topic.

The growth mindset is key in success and of course continued growth. In the past ten years, I have been in a situation of continued growth via new experiences in my career. I started as the PEIMS Coordinator and knew nothing about state reporting for school funding and accountability. I cried most of the first year and worked a lot of overtime. The goal was to prove to myself that I could do it, take on a challenge that could provide new possibilities, and a little fun proving my boss wrong. After almost ten years, I have been able to climb the ladder and run an entire school campus. There were times that I doubted myself and still do. It was about accepting the challenge head on and not giving up. That proved to be the best choice.

Changing My Mindset

Step 1 - I struggle with my internal voices because I overthink almost everything. My initial instinct is to freeze, overthink, and want to resort to the same coping methods. It causes anxiety and stress inside of me knowing that I need to go outside of my comfort zone. I hear my fixed mindset loud and clear and too often let it lead the way.

Step 2 - Learning to recognize that I have a voice and listen to the growth one. All too often I let the fixed voice overpower the growth one. It's easier to say no, ignore the challenge, or let the fixed voice win. The growth voice needs to be louder and to prevail.

Step 3 - Speaking back to my fixed mindset with the growth mindset will be a goal. When the tough gets going, I will tell myself that I can do it. I will tell it that fear of failure and self-doubt has no place in my continued path to growth.

Step 4 - Taking the growth mindset action. The questions provided to activate the growth mindset will be the ones I ask myself. What can I learn from this? How will I follow through on my plan? I am going to post these in my office at work and my office at home. 'Action is the foundational key to all success.', Pablo Picasso. I understand that the growth will not happen if there is no actual action. The goal is to not only speak it, but act upon it to make it happen.

I am going to incorporate the growth mindset into my staff meetings. Currently, we sit around and discuss important topics and things that need to happen. Not everyone chimes in and I can see when some staff members are stressed by upcoming challenges or changes. I will recommend that my staff members read Dr. Dweck's book, *Mindset*. I will share the videos provided by the class instructor, which I have already started doing. I feel that my plan on changing my mindset is not only going to be for me, it's going to be for my campus. I want to be able to share what I learn in this course to continue not only my personal growth, but that of my family, students, parents, and staff.