Carol Dweck defines a “fixed mindset” as a belief that intelligence and talent are unchangeable. Those with a strong fixed mindset deeply fear failure and feel an anxious need to continuously prove that they are smart and talented. This can lead people to resist facing and working through challenges because of the discomfort of struggling to do something difficult.

Dweck defines a “growth mindset” as a belief that abilities will improve through effective strategies, hard work, and dedication. Carol Dweck is a psychologist and researcher who explains how a growth mindset can motivate someone to put forth effort, to find and try new strategies, and to learn from others. Every person has a mixture of fixed and growth mindsets about different aspects of themselves. Try these tips to respond to challenges with a growth mindset:

• Remember that your brain can grow and learn throughout life.
• When you say you can’t do something, add the word “yet” at the end to remind yourself that practice will likely lead to improvement.
• Observe or research someone who is excelling in a skill you want to develop in yourself.
• Ask for help and consider collaborating to learn a new strategy to solve a problem. Become curious and eager to learn.
• When experiencing a setback, look for lessons to learn and use them to adapt your approach. Learning from a mistake is a valuable step toward success.