

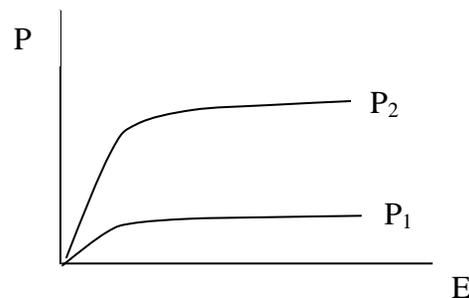
Mindsets

Dweck: <http://mindsetonline.com>

Schein/Dweck: <http://howieschein.com/uniswimming/Developing%20Swimming%20Talent%20Through%20a%20Growth%20MindsetMS.pdf>

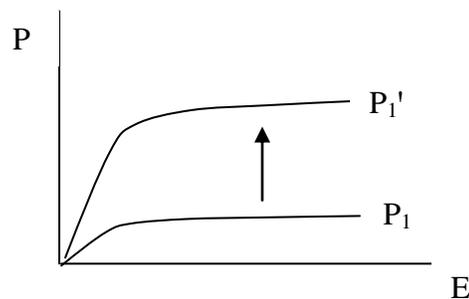
$$P = f(T_0, E)$$

Performance (P) is affected largely by some fixed amount of talent (T_0), where effort (E) has a minor impact on performance. Performance is considered static and largely dependent on talent.



$$P = f(T(T_0, E), E)$$

Performance (P) is affected by effort (E), but talent is also a function of effort, as well as some fixed amount of talent (T_0). Performance is considered dynamic and effort can have a potentially strong impact on performance.



Fixed Mindset

Talent: known, pre-determined/static

Challenges: avoid

Obstacles: quit

Effort: pointless

Helpful Criticism: deflected

Success of others: threatening

Coaching: doesn't listen or take advice

- More likely to quit or fade away,
- Never reach full potential
- Deterministic view of the world

Growth Mindset

Talent: unknown, affected by effort

Challenges: embrace

Obstacles: endure

Effort: work hard, path to success

Helpful Criticism: accepts

Success of others: inspiring

Coaching: listens, incorporates lessons

- Desire for constant improvement
- Greater long term success
- Greater sense of free will

Fixed mindset:

Rule #1: Look talented at all costs, avoid anything that makes you look bad.

Rule #2: I don't need to work as hard in practice, because talent will get me good results.

Rule #3: When faced with setbacks, blame others or something else for failure, and/or refocus and look down on others who've done even worse

(Schein/Dweck) Relationship between Swim coach and fixed mindset swimmers:

- Wanting to be put on a pedestal;
 - Expecting to be the favorite because his/her times are the fastest;
 - Wanting to be made to feel perfect and/or special;
 - Having a very public tantrum after a disappointing race and expecting the coach's sympathy.
- (a) Early success w/o effort is followed by plateau and ultimate frustration
- (b) Early in career, peg themselves into an event and refuse to try other events that may threaten their self-image, even when those events may help them
- (c) Every race has to be a PR or a win
- (d) Focus on outcomes (finishing place, time)
- (e) Fear of failure leads to low effort level in certain settings
- (f) Avoids the idea of fighting through pain

Growth mindset:

Rule #1: Learn and take risks.

Rule #2: Work hard, effort is the key to success.

Rule #3: When faced with setbacks, confront your deficiencies and learn from them.

(Schein/Dweck) Relationship between Swim coach and growth mindset swimmers:

- Wanting weaknesses to be seen and wanting the coach to help the swimmer to work on these problems;
 - Wanting to be challenged to become better;
 - Wanting coach to offer encouragement to learn new things.
- (a) Tend to analyze race and practice, attempting to learn
- (b) Willing to at least try new training
- (c) Focus on process
- (d) Accepting the idea of fighting through pain

Coaches:

- make athletes practice drills/skills, work on areas where the athlete does not excel
- appoint team leaders who exhibit effort, not necessarily the fastest runner
- refocus away from times/places and on improving specific components of a race
- use some races to try new race strategy or techniques (encourage risk-taking)
- if athletes coast through practice, then end practice
- note that not paying attention doesn't necessarily mean the athlete is avoiding feedback
- kids may learn better in a fun environment than in one that's not so fun