

The Connection Between Mindset and Learning Agility

As Dave Hoff was working on a new book about learning agility, he was introduced to the idea of mindset. It immediately intrigued him, said Hoff, the chief operating officer and executive vice president for leadership development at E·A·S·I·Consult®.

“Dr. Warner Burke and I were talking about a book we are collaborating on, and in particular a chapter on performance management,” Hoff said. “Warner talked of there being two types of goals, performance goals and learning goals, and mentioned the work of Carol Dweck.”

Hoff read Dweck’s book on the topic, [*Mindset: The New Psychology of Success*](#), and recommends it for anyone who has an interest in learning ability.

As Hoff explained it, Dweck’s book details her original research on understanding how people deal with failure. As an example, Dweck worked with students who were given a series of progressively more difficult puzzles to solve. One child, when confronted with a puzzle he couldn’t solve said, “I love a challenge.” Another child who was struggling replied, “I was hoping this would be informative.” Dweck thought, prior to this work, that people either dealt with failure or they didn’t.

“She never thought that some people really like failure,” Hoff said. “She wanted to then understand why some kids saw failure as a gift.”

As Dweck’s research progressed, she identified two types of mindsets: fixed and growth. People who have a fixed mindset see their qualities as carved in stone. The person’s intelligence, personality and character are set at birth, and the person cautiously takes actions to confirm or uphold this image. In contrast, a person with a growth mindset believes that one’s personality can be cultivated through effort, and that his or her true potential is unknown and unknowable.

Hoff said it was easy for him to imagine how this plays out in a child’s life and then as an employee in the workforce,

“Warner Burke and I think it has real implications for leaders as they try and get their people to do things they have never done, and for setting development plans or goals,” Hoff said. “This is an important read for anyone working in talent management.”

About the Author

E·A·S·I·Consult® works with Fortune 500 companies, government agencies, and mid-sized corporations to provide customized Talent Management solutions. E·A·S·I·Consult specialties include individual assessment, online employment testing, survey research, competency modeling, leadership development, executive coaching, 360-degree feedback, online structured interviews, and EEO hiring compliance. The company is a leader in the field of providing accurate information about people through professional assessment. To learn more about E·A·S·I·Consult, visit <https://easiconsult.com> or email ContactUs@easiconsult.com or call 800.922.EASI.