

Building a Strengths Mindset in Schools

Moving Forward



MANDELA
WASHINGTON
FELLOWSHIP
FOR YOUNG AFRICAN LEADERS



boldly
QUIET

Agenda

- 1 Quick Review
- 2 External and Internal Blocks
- 3 Homework reflection – Personal Commitments
- 4 Reflections and feedback on the program
- 5 Wrap-up

Key Terms

- **Talent** – raw capacity/untapped potential for accomplishment
- **Strength** – repeatable capacity for great accomplishment
- **Weakness** – anything that gets in the way of success (limited potential and talent blindspots)
- **Non-Weakness** – not a talent, but not a problem

Talent x Investment = Strength

**Weakness x Investment =
Prevention of Failure**

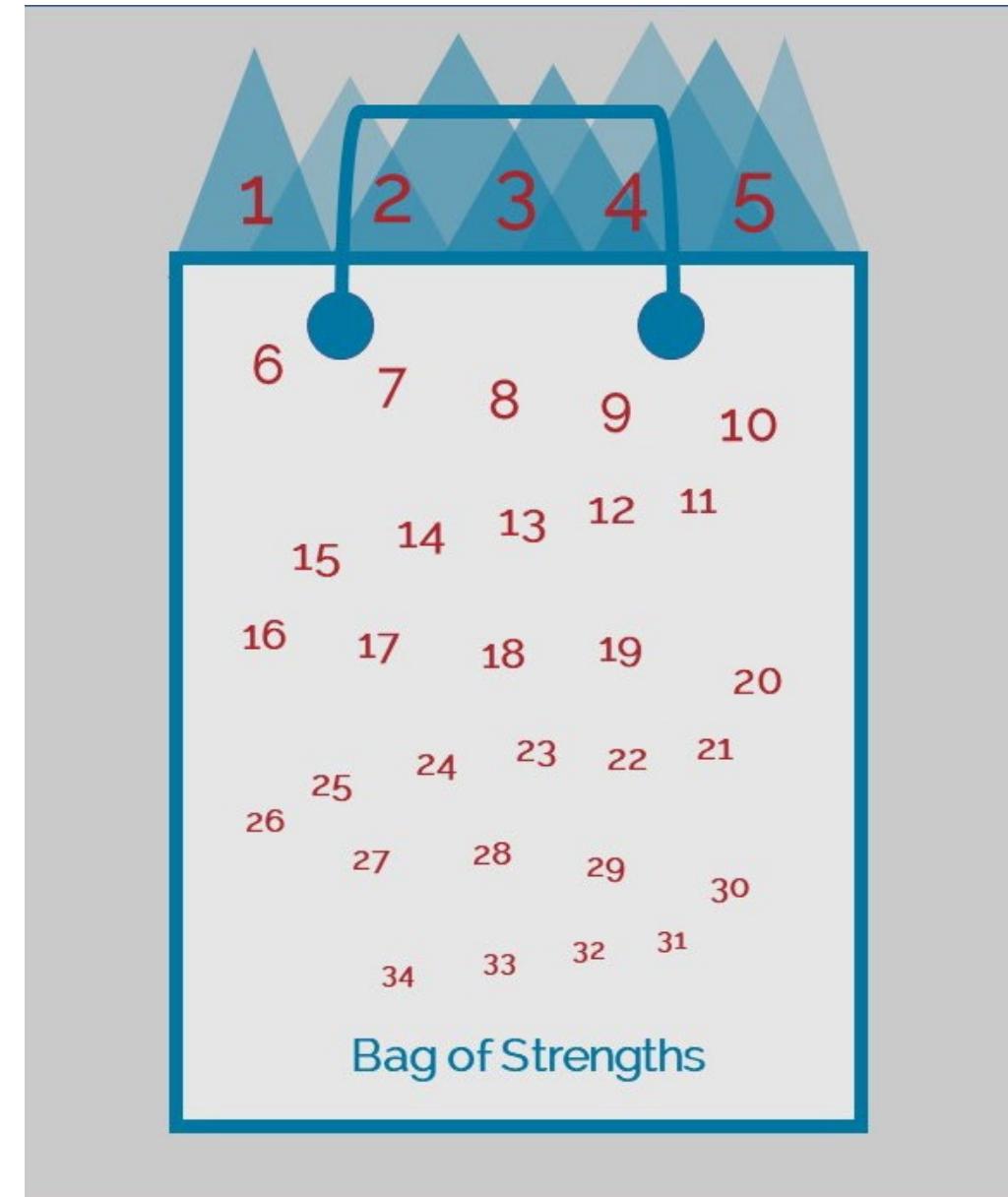
34 Talent Themes

1-5 are always available—
whether you want them or not!

6-15 are close to the top of the bag—
pretty easy to access

16-29 are in the middle of the bag—pretty hard to
access

30-35 are in the bottom of the bag—very hard to access



Five Clues to Talent: how can you tell?

- **Yearning** – what are they naturally drawn to
- **Rapid Learning** - what do they pick up quickly?
- **Flow** - when do they automatically know what to do?
- **Glimpses of Excellence** – When do they surprise themselves (or you)?
- **Satisfaction** - What can't they get enough of doing?

How Full is Your Bucket

Are you adding to or taking from the buckets of others (and your own)?

Improved performance

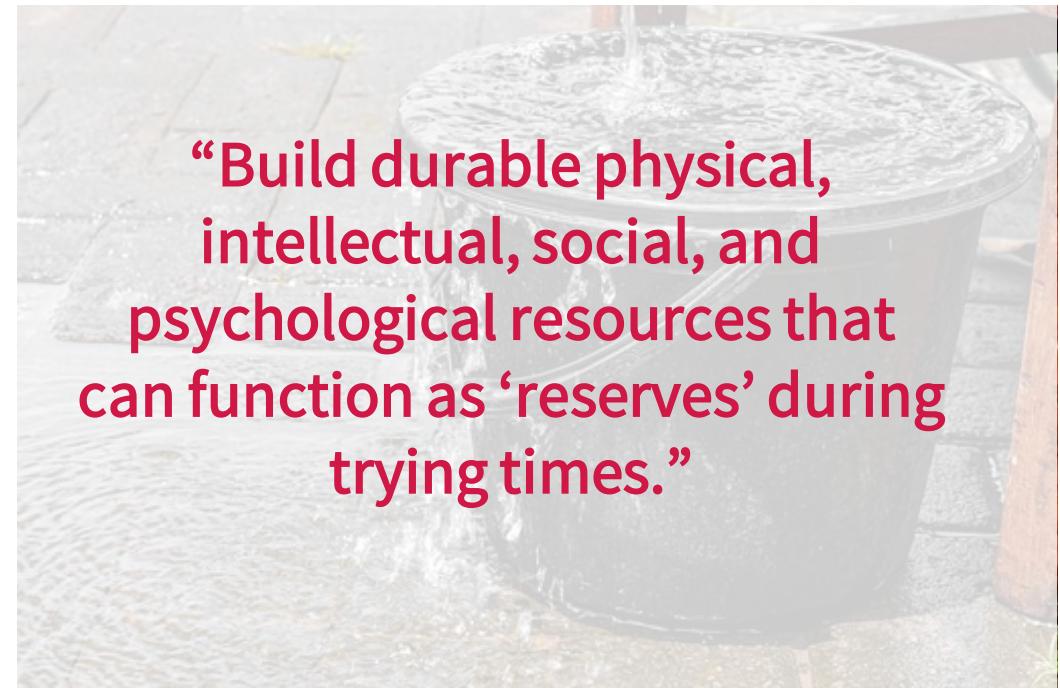
Shield against negative behaviors

Break down barriers

Resilience

Build up others

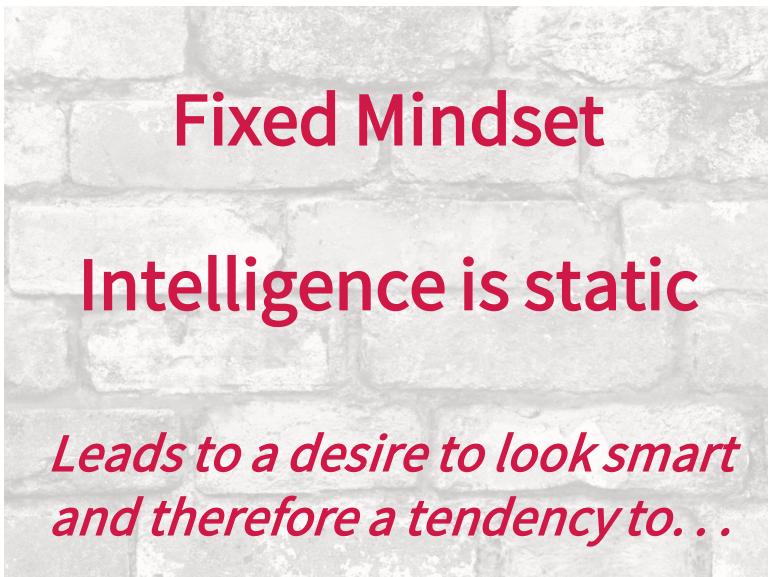
Long-acting



“Build durable physical, intellectual, social, and psychological resources that can function as ‘reserves’ during trying times.”

Fixed v. Growth Mindset

“Dr. Dweck found that people’s theories about their own intelligence had a significant impact on their motivation, effort, and approach to challenges.”



Fixed Mindset

Feeling:

Frustration



Growth Mindset

Celebration



**How can you help others (and yourself) move from a
Fixed Mindset to a Growth Mindset?**

Attitude:

Learned helplessness



Resilience

Moving from Fixed to Growth

What do you really want?

How is your current approach working for you?

What is your current approach costing you?

If there is a way to get more benefit out of your approach without as much cost, would you be open to exploring it?

Did You Notice?

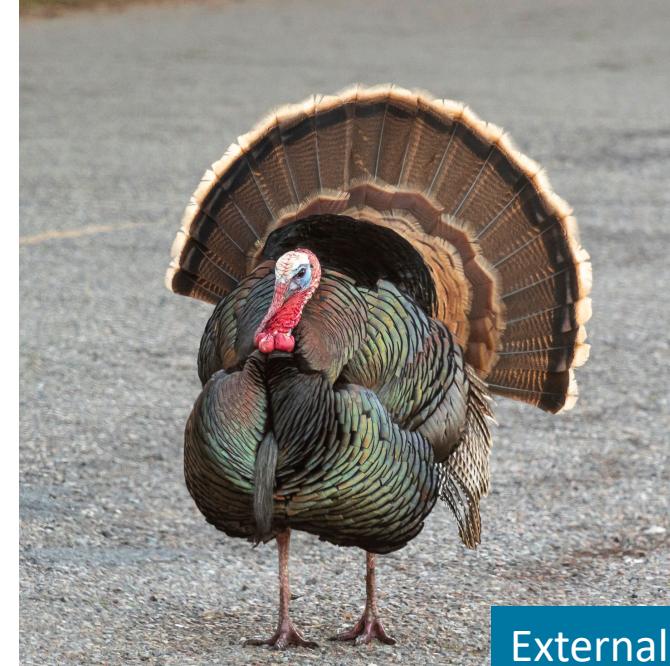
Day 1: Invest in Your Strengths  Reach your full potential with positive energy

Day 2: How Full is Your Bucket?  Higher performance; Resilience

Day 3: Growth Mindset  Reach ever-higher levels of achievement

Now what?

What Gets in Our Way



External blocks



Internal blocks

Inner blocks

G

Gremlins

A

Assumptions

I

Interpretations

L

Limiting Beliefs

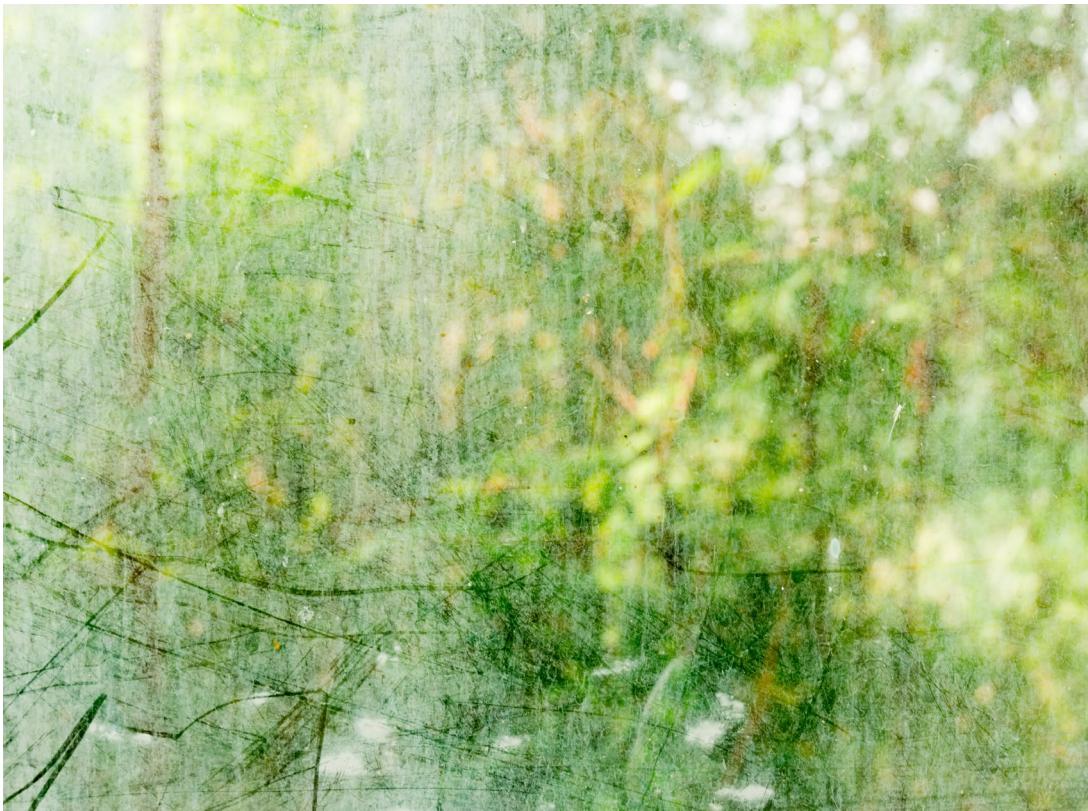
Limiting Beliefs

Your world is smaller than it needs to be based on what an external “authority” told you.

*Challenge your old beliefs and make new ones:
Limiting beliefs are not facts.*



Interpretations

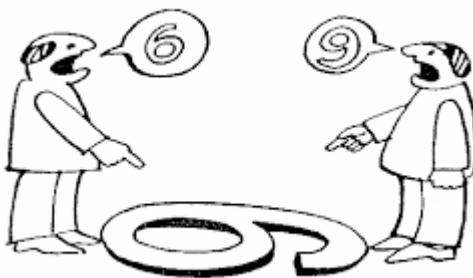


You believe that yours is the only possible explanation of an event.

Your experiences, beliefs and biases build a filter that influence how you interpret a situation.

Interpretations

Your experiences, beliefs and biases build a filter that influence how you interpret a situation which can lead you down an irrelevant and ineffective path.



Assumptions

You believe that what has happened in your past will happen again in the future.

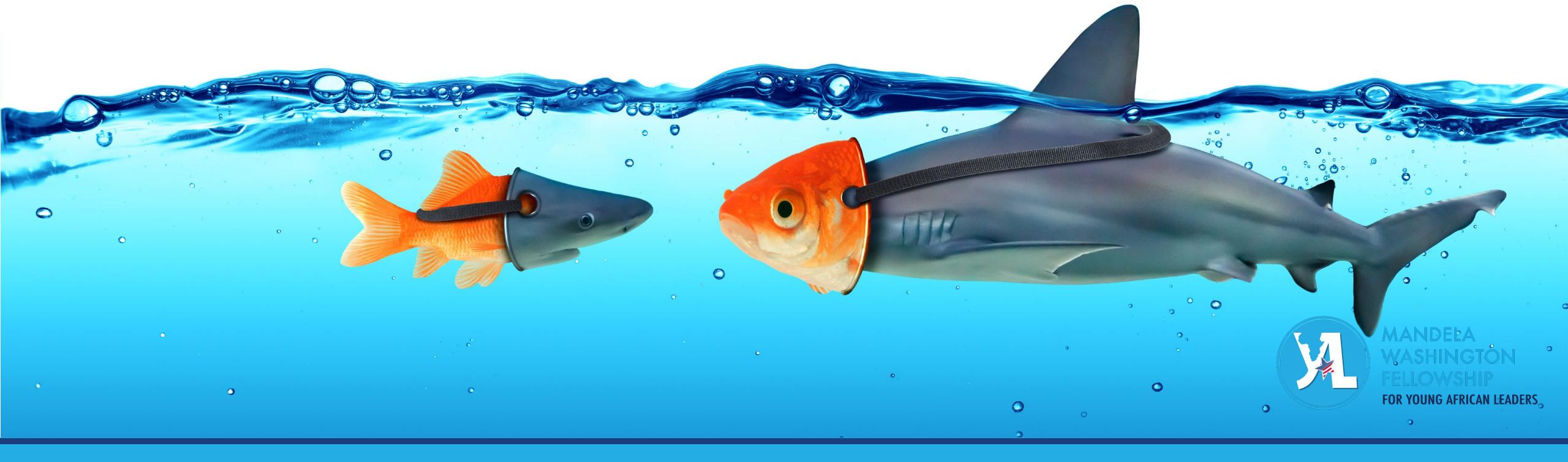
*Break the self-fulfilling cycle:
“Why must it happen again?”*



Gremlins

I'm not good enough.
(the inner critic)

- *Identify your gremlin*
- *Explore its origin*
- *Lessen its power by objectifying it*



Inner blocks

G

Gremlins

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Limiting Beliefs

Declaration of Personal Commitment

What have you learned about yourself during this program that you would like to apply?

What do you hope to help create or change in your school, workplace or community?

Why is what you want to do important?

How can you use what you learned about yourself in this program to accomplish your goals?

How can you hold yourself accountable to this commitment?

Condense your thoughts into a short paragraph that you can share with others.

My Challenge to You

Invest in your strengths and use your strengths to manage your weaknesses—stick to the top of the Strengths Bag!

Intentionally use positive emotions to bring about change and encourage higher performance and resilience

Look at life and its challenges through the lens of a growth mindset to bring positive energy to those who are stuck in a fixed mindset.

Identify, challenge, and disburse your GAILs—they do not serve you.

I would love to hear your success stories!

Email me at Lorraine@boldlyquiet.com

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Visit me at boldlyquiet.com

The Mandela Washington Fellowship is a program of the U.S. Department of State with funding provided by the U.S. Government and administered by IREX. [Lorraine McCamley](#) is a sub-grantee of IREX and developed this content as a part of the Fellowship.

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