Flexible mindset - Journal club

**Session objectives**

* To encourage participants to think about their own mindset.
* To enhance participants understanding of what a flexible or growth mindset is (and what it’s not)
* To encourage self-directed learning on the chosen topic (hence ‘journal club’ style event)
* To have a discussion with peers around growth mindset about the resources, prompted with some questions

**Sessions this links to/is preparation for**

N/A.

**Session format/s (inc. virtual/face-to-face/live or on-demand)**

Live, virtual (Zoom). On-demand version is a pdf document containing the links to the journal article and podcast selected for this session plus the prompt questions.

**Maximum number of participants for this session (also ideal participant/facilitator ratio)**

4 attended. Suggest about 1 facilitator to 10 participants.

**Is this session scalable? If, so how many participants could it be opened up to?**

Yes this session is scalable. It could be run with 100+ participants.

If run virtually, instructions would need to be given that in each breakout room (suggested size 10 participants per breakout room) one participant should act as the facilitator with the prompt questions. If desired, in the final 10-15 minutes of the session the breakout groups could come back to the main room and be invited to share their thoughts or main ‘thing’ they are taking away from the discussion. If you are leading the session you may wish to pop into each of the breakout rooms to check they are getting on ok, but this is optional (you can tell participants to message you in Zoom or pop back into the main room if they have any issues or questions).

**Session running time**

60 minutes. (Can be adjusted depending on number of attendees but suggest not going below 30 minutes).

**Session overview**

In advance of the session links to the resources and the prompt questions were shared with participants. The resources have been selected to complement each other as the podcast is more focussed on the individual with the journal article broadening out to consider what growth mindset looks like at the organisational level. Session was scheduled at lunchtime (12.30 -13.30).

Participants were welcomed and the informal discursive nature of the session was established. Prompt questions were used to get the discussion going.

Session was drawn to a close, and facilitator suggested that participants set themselves an action from the discussion. Facilitator also asked for attendees to suggest topic/s for future sessions.

**Additional session tools/resources/links**

Flexible mindset Journal club prompt questions

Link to podcast <https://www.pushkin.fm/podcasts/the-happiness-lab-with-dr-laurie-santos/how-to-adopt-a-growth-mindset>

Link to journal article <https://hbr.org/2016/01/what-having-a-growth-mindset-actually-means>

For particularly interested participants you can recommend that they read the book

Mindset - Updated Edition: Changing The Way You think To Fulfil Your Potential by Dr Carol Dweck.

**Detailed session running plan**

Attendees were welcomed to the discussion. As the number of attendees was small the facilitator asked them if they’d like to start the discussion around the journal article or the podcast. The podcast was chosen as the starting point for discussion. The facilitator gently guided the discussion using the prompt questions. As the number of attendees was small the facilitator also took part in the discussion and shared thoughts. The nature of the discussion and prompt questions led to attendees discussing things they’ll do differently going forward in order to develop their growth mindset where it's appropriate for them. If it had been necessary the facilitator would have prompted participants to set themselves an action or key takeaway. Facilitator ended the session by asking attendees to suggest topic/s for future sessions.

**What does running the session ‘live’ add?**

Allows postdocs to discuss with peers the selected resources and share their thoughts and experience, as well as ideas for future growth/implementation of growth mindset.

**Example copy to use to advertise the session on Eventbrite**

Event title (max. 75 characters) – Flexible mindset – Journal club

Details>Description>

Summary (max 140 characters) – Come along and discuss what a growth (or flexible) mindset is.

Description - Join this informal session to discuss what a flexible mindset is and how adopting a more flexible mindset can aid your career development.

Ahead of the session read this article <https://hbr.org/2016/01/what-having-a-growth-mindset-actually-means>

and

listen to this podcast <https://www.pushkin.fm/podcasts/the-happiness-lab-with-dr-laurie-santos/how-to-adopt-a-growth-mindset>

**Frequently asked questions/pain points for this session**

There was discussion around how growth mindset could be implemented at an organisational level (and how as postdocs they could help with this).

Examples attendees came up with was Universities supporting staff development (by being a signatory of the research staff concordat and the technicians commitment for example). Also, the types of things that are recognised by staff awards, recognising things beyond just research outputs, such as community building, showing that as an organisation growing others is recognised and valued.

Practical suggestions for promoting growth mindset at the research group level were raised, such as ensuring development opportunities are flagged to colleagues and students and that development regularly appears on group meeting agendas/is promoted and positively recommended and regarded.

**Time and resource input level**

1. **Basic/Minimum/Lightest** – Fix the time/date/Zoom link, get the postdoc participants to self-facilitate the discussion using the provided prompts.
2. **Intermediate** – (all of basic plus some of the following…) facilitate the journal club session.
3. **Premium/Most intensive** (all of basic and intermediate plus any of the following…) Ask participants for suggestions for the topic of the next ‘journal club’ style session, begin to run these as periodic sessions around specific themes or topics of interest. Commission an external professional supplier to deliver a tailored session on any themes which come up often or there is intense interest in.