

SYLLABUS

OB416E_0101_26

Growth Mindset

ACADEMIC AREA :	MANAGEMENT AND STRATEGY
PROGRAMME :	PGE / UGTC LEVEL 4 PGE
PERIOD :	SPRING
COORDINATOR :	Ms. Laura NOVAL
INSTRUCTOR(S) :	Ms. Laura NOVAL
CONTACT HOURS :	15.0 hours
STUDY TIME :	null hours (Class preparation, homework and assessments)
CREDITS :	2.0 ECTS
AOL :	NO

PRE-REQUISITE MODULES :

None

MODULE DESCRIPTION :

The course is aimed at understanding how mindsets (including beliefs and assumptions in which they are based) shape the outcomes we obtain, not only in our performance and goals, but also in interpersonal interactions. The course will provide students with the tools needed to capture different beliefs and assumptions in real-time as well as to activate neuroplasticity to reshape thinking habits. To do this, students will go through a real process of goal pursuit throughout the module in which they will seek to capture different mindsets as they emerge, and work in ways to update the neural pathways in which the mindsets are based. By so doing, the course's main goal is to equip students to be able to successfully deal with challenges, obstacles, errors and failure in their professional lives.

CONTRIBUTION TO PROGRAMME LEARNING OBJECTIVES :

- Identify key career drivers to Create Yourself and others through meaningful lifelong learning #CreateYourself

MODULE INTENDED LEARNING OUTCOMES (ILOs) :

1. Understanding the main barriers and obstacles to a growth mindset and emotional resilience.
2. Knowing how to activate neuroplasticity to shift from a fixed to a growth mindset in the process of goal pursuit and in conflicts with others.
3. Understanding the process of goal setting and goal pursuit, including the tackling of mindset barriers in this process.
4. Becoming well-equipped to deal with failure, obstacles and errors.
5. Using emotions in a functional way for growth mindset and resilience.

TOPICS COVERED :

- The impact of beliefs on goals and performance.
- Growth mindset: meaning and outcomes.
- Neuroplasticity and its role in reshaping mindset.
- Perfectionist versus pragmatic mindsets.

- Strategies for reshaping mindset.
- Successful goal setting and goal pursuit.
- Developing better habits to improve mindset.
- Redefining failure, errors, and external obstacles.
- The impact of mindsets in interpersonal interactions

RESEARCH-LED TEACHING :

The entire course is based on research on growth mindset (also conducted by coordinator/ instructor herself) - including aspects related to general beliefs and mindsets, emotions and neuroscience.

CSR AND SUSTAINABLE DEVELOPMENT GOALS :

The entire course is dedicated to the sustainable goal of "Good health and Well-being"

CSR NB HOURS :

15

SUSTAINABLE DEVELOPMENT GOALS COVERED :

- 03 - Good health and well-being

TEACHING METHODS :

Lectures, class discussions, real-life applications, group work, case studies and students' presentations will alternate in this course.

METHODS OF ASSESSMENT :

Continuous/Final	Group/Individual	Assessment	Weight	Duration	ILOs assessed
Continuous	Group	Participation or task completion	40%		1, 2, 4, 5
Final	Individual	Final written exam	60%	2,5 Heures	1,2,3,4,5

Assessment 1 details:

Group assignments: The group assessment will consist of a mixture of in-class exercises (25% of the final group grade) and a final group presentation (15 % of the final group grade). READ the full details in the document uploaded in Moodle, titled "GUIDELINES FOR GROUP ASSIGNMENTS".

ACADEMIC INTEGRITY :

BIBLIOGRAPHY :

Burnette, J. L., Billingsley, J., Banks, G. C., Knouse, L. E., Hoyt, C. L., Pollack, J. M., & Simon, S. (2023). A systematic review and meta-analysis of growth mindset interventions: For whom, how, and why might such interventions work?. *Psychological bulletin*, 149(3-4), 174.

Dweck, C. (2015). Carol Dweck revisits the growth mindset. *Education week*, 35(5), 20-24.

Dweck, C. (2016). What having a “growth mindset” actually means. *Harvard business review*, 13(2), 2-5.

Ng, B. (2018). The neuroscience of growth mindset and intrinsic motivation. *Brain sciences*, 8(2), 20.

Yeager, D. S., & Dweck, C. S. (2020). What can be learned from growth mindset controversies? *American psychologist*, 75(9), 1269.

Yeager, D. S., Hanselman, P., Walton, G. M., Murray, J. S., Crosnoe, R., Muller, C., ... & Dweck, C. S. (2019). A national experiment reveals where a growth mindset improves achievement. *Nature*, 573(7774), 364-369.

Additional Reading

MODULE PLAN SESSIONS :

Plan Session 01 :

MODULE 1

Growth Mindset and Goal pursuit

§ Introduction to the course

§ Group distributions and assignments.

§ Introduction to beliefs and how they impact performance: including willpower and stress-related beliefs.

§ Growth mindset: causes and results

§ Goal setting and pursuit to reshape mindset: Goal, action plan and tracking.

§ Plan for the module.

Plan Session 02 :

MODULE 2

Neuroplasticity

§ Essentials of neuroplasticity: reshaping neural pathways to update beliefs and mindsets.

§ Requirements and hindrances for neuroplasticity activation.

§ Strategies to deal with hindrances.

§ Essentials of habit formation.

Plan Session 03 :

MODULE 3

Mindset & Goals (1): Getting started

§ Revision of goals (set in M01): Mindset barriers to get started.

§ Other initial barriers: fear-freeze response, perfectionism and procrastination.

§ Main steps and strategies to address barriers and facilitate growth mindset.

§ Case studies and applications to goal assignment.

Plan Session 04 :

MODULE 4

Mindset & Goals (2): Failure

§ Revision of goals (set in M01): mindset barriers when things go wrong.

§ Identity and identity threat.

§ Redefining failure to profit from it.

§ Facilitating insight

§ Case studies and applications to goal assignment.

Plan Session 05 :

MODULE 5

Applying growth mindset to interpersonal conflict

FINAL GROUP PRESENTATIONS
(SEE GUIDELINES)

