# **Topic: The Growth Mindset Advantage**

### **Definition of Skill**

**Growth Mindset** is the belief that basic abilities can be developed through dedication and hard work. It is the foundation of flexibility, allowing a job seeker to view a lack of skills not as a permanent failure, but as a temporary state.

### **Core Content**

**Fixed vs. Growth Mindset** To be flexible in a changing labour market, you must understand the difference between two ways of thinking:

* **Fixed Mindset:** Believing your qualities are carved in stone. ("I am an administrator; I cannot do sales," or "I am too old to learn computers.") This mindset makes change terrifying because if you can't do it now, you think you never will.
* **Growth Mindset:** Believing that new skills can be learned. ("I haven't used this software *before*, but I can learn it.") This mindset makes change an exciting challenge.

**The Power of "Yet"** A simple way to build flexibility is adding the word "yet" to the end of negative sentences.

* *Fixed:* "I don't have the qualifications for this job."
* *Growth:* "I don't have the qualifications for this job **yet**."

**Why This Matters for Career Changers** Employers often value *adaptability* over perfection. If you can demonstrate a Growth Mindset during an interview—showing that you are curious and willing to learn—you become a more attractive candidate than someone with perfect skills who refuses to change.