

Growth Mindset

Instruct the Instructor: Materials selected to inform instruction and research.

Nikki Alderson, *Growth Mindset for Lawyers and Law Firms: Survival and Success for the Perpetual Learners in Life* (last updated, October 5, 2022) <https://perma.cc/7W4D-2ZHN>

- This article emphasizes the importance of a growth mindset culture in the legal profession, due to the continuous learning that lawyers must go through and the problem solving that occurs. Aside from providing examples of how growth mindsets can be beneficial in the legal profession, this article endeavors to identify common roadblocks for creating a growth mindset culture, such as, a focus on billable hours and resistance to change.

Peter G. Glenn, *Lessons from Psychology for Law Practice Management*, 126 Dick. L. Rev. 575 (2022).

[https://www.westlaw.com/Document/I662adef0d03211ec9f24ec7b211d8087/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/I662adef0d03211ec9f24ec7b211d8087/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- In this article, author Peter Glenn describes how having an understanding of various psychological concepts, like motivation, emotional intelligence, and growth mindset, can help lawyers succeed in law practice management. The article provides different tips and strategies for how lawyers can use psychology based research to better their communication with clients, increase negotiation skills, and manage their work.

Susan Letterman White, *Five Steps To Create A Growth Mindset Culture* (last updated, October 5, 2022) <https://perma.cc/4EQD-LN2L>

- In this article, the author shares her experience working with law firms and organizations to form a more inclusive culture that promotes professional development and personal growth. From her experience, author Susan Letterman shares five steps for creating a growth mindset culture. The five steps include: Leading by example, explaining the benefits of a growth mindset, prioritizing the growth mindset culture, evaluating what is working, and rewarding people who embrace the growth mindset culture.

Victor D. Quintanilla, Sam Erman, *Mindsets in Legal Education*, 69 J. Leg. Educ. 412 (2020).
[https://www.westlaw.com/Document/Idae486e9018511ecbea4f0dc9fb69570/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/Idae486e9018511ecbea4f0dc9fb69570/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article describes the importance of addressing growth and fixed mindsets in legal education and how fixed mindsets can be barriers to students' success. The authors argue that legal educators can help their students overcome having a fixed mindset by promoting a supportive classroom culture, offering opportunities for self-assessment, and providing feedback.

Kaci Bishop, *Framing Failure in the Legal Classroom: Techniques for Encouraging Growth and Resilience*, 70 Ark. L. Rev. 959 (2018).

[https://www.westlaw.com/Document/Ief922706532811e89bf199c0ee06c731/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/Ief922706532811e89bf199c0ee06c731/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article discusses how law professors can reframe failure in the classroom as an opportunity for students to grow and increase professional resilience. The article provides examples and practical techniques that professors can use to encourage growth mindsets among their students.

Sue Shapcott, Ph.D., Sarah Davis, J.D., M.P.A., Lane Hanson, M.S.W., *The Jury Is in: Law Schools Foster Students' Fixed Mindsets*, 42 L. & Psychol. Rev. 1 (2018).

[https://www.westlaw.com/Document/Ib07a9aa9862f11e8a5b3e3d9e23d7429/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/Ib07a9aa9862f11e8a5b3e3d9e23d7429/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article discusses how law schools tend to promote fixed mindsets in students and provides techniques for schools to develop a culture of continuous learning. The article suggests that professors can play a role in promoting the growth mindsets that help law students develop the skills they need academically and professionally.

Sarah J. Adams-Schoen, *Of Old Dogs and New Tricks-Can Law Schools Really Fix Students' Fixed Mindsets?*, 19 Leg. Writing: J. Leg. Writing Inst. 3 (2014).

[https://www.westlaw.com/Document/I757e5cd7c48f11e498db8b09b4f043e0/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/I757e5cd7c48f11e498db8b09b4f043e0/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article addresses how fixed mindsets can impact law students' development and offers strategies on how law schools can promote growth mindsets in students. Law professors can use this article to create an environment that fosters growth mindsets by encouraging self reflection.

E. Scott Fruehwald, *How to Help Students from Disadvantaged Backgrounds Succeed in Law School*, 1 Tex. A&M L. Rev. 83 (2013).

[https://www.westlaw.com/Document/I93cfefdf84bd11e38578f7ccc38dcbee/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/I93cfefdf84bd11e38578f7ccc38dcbee/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article points out the importance of law professor's encouragement of growth mindsets in their students, especially for students that come from disadvantaged backgrounds who often have fixed mindsets. The author explains how people with fixed mindsets believe their abilities are inherent traits that can't be improved with hard work and dedication. Law professors can promote growth mindsets through positive reinforcement, targeted feedback, and supportive learning environments.

Carrie Sperling, Susan Shapcott, *Fixing Students' Fixed Mindsets: Paving the Way for Meaningful Assessment*, 18 Leg. Writing: J. Leg. Writing Inst. 39 (2012).

[https://www.westlaw.com/Document/I521d5acb16af11e38578f7ccc38dcbee/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/I521d5acb16af11e38578f7ccc38dcbee/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article provides insight for professors looking to incorporate strategies for creating a growth mindset into their curriculum. The article discusses how a law student's fixed mindset can lead to avoidance of challenges and ultimately poor performance in law school and beyond. The authors suggest that professors should provide students with meaningful feedback and opportunities to learn from failure.

For the Students: Articles tailored to the law student that can be assigned as reading material prior to class.

Heather Gray-Grant, *How Mindset Matters in Leadership* (last updated, March 23, 2022)

<https://perma.cc/9AEF-KFQ2>

- In this article, author Heather Gray-Grant, a coach for legal professionals, explores the challenges that come with fixed mindsets and the impact it can have on one's decision-making and relationships. Based on her experience, she explains that most lawyers she comes in contact with have a fixed mindset, but most want to learn how to develop a growth mindset. From this article, law students can learn tips for cultivating a growth mindset, such as practicing self-reflection and focusing on their strengths.

Megan Bess, *Grit, Growth Mindset, and the Path to Successful Lawyering*, 89 UMKC L. Rev. 493 (2021).

[https://www.westlaw.com/Document/Ib308758a910d11ebbea4f0dc9fb69570/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/Ib308758a910d11ebbea4f0dc9fb69570/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article discusses how understanding the concepts of grit and growth mindsets while in law school can help students persist through challenges and ultimately succeed as a lawyer. The authors suggest strategies for building resilience, developing a strong work ethic, and cultivating a love of learning, which will all work to lay the foundation that successful lawyers need.

Eduardo Briceño, Dawn Young, *A Growth Mindset for Law School Success* (last updated, September 12, 2017) <https://perma.cc/T5GE-4YJC>

- This article explains the importance of a growth mindset in law school and provides various ways that students can strengthen their mindsets, such as embracing challenges and recognizing the growth that can come from failure.

Elizabeth Ruiz Frost, *Ignoring Feedback Limits Your Ability to Grow and Improve Accepting Criticism with Grace*, 78 Or. St. B. Bull. 13 (December 2017)

[https://www.westlaw.com/Document/Id88a004ae0a411e79bf099c0ee06c731/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/Id88a004ae0a411e79bf099c0ee06c731/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article emphasizes the importance of feedback in the legal profession and illustrates how welcoming feedback can help individuals adopt a growth mindset. The article provides tips on how students can accept feedback and use it to grow in their abilities.

Sarah Rohne, *Developing True Grit and A Growth Mindset*, 41 NO. 4 L. Prac. 12 (2015).

[https://www.westlaw.com/Document/I2a366ece40c611e598dc8b09b4f043e0/View/FullText.html?transitionType=Default&contextData=\(sc.Default\)&VR=3.0&RS=cblt1.0](https://www.westlaw.com/Document/I2a366ece40c611e598dc8b09b4f043e0/View/FullText.html?transitionType=Default&contextData=(sc.Default)&VR=3.0&RS=cblt1.0)

- This article addresses how law students benefit from developing a growth mindset while in law school and how having a growth mindset is necessary in the legal profession. The article suggests that having a growth mindset can be more important than innate talent or intelligence and provides practical tips for students wanting to develop a growth mindset.

Classroom Focus: Lesson plans and curriculum for use in doctrinal courses or experiential learning.

- *Oh no! We haven't found any materials focused on the law school classroom. If you have suggestions or would like to volunteer resources from your own lesson plans, we would love to hear from you! Please contact Jerry Organ at jmorgan@stthomas.edu*