**Mindset by Dweck**

**98**: what is success? Those with the growth mindset found success in doing their best, in learning and improving

**99**: what his failure? Those of the growth mindset found setbacks. They are informative. They are a wake-up call.

**116**: Lee Iacoca started unloading the car business but his need to prove the superiority started to dominate, eventually killing his enjoyment and stifling his creativity. As time went on he became less responsive to challenges from competitors resorted to the key weapons of the fixed mindset: blame, uses, and stifling of critics and rivals.

 [after getting fired] Maybe, released from the task of trying to prove himself, he’s now going for the will is things you deeply values

**141**: … and the best bet is not simply to hire the most talented managers we can find and turn them loose, but to look for managers also invited growth mindset: a zest for teaching and learning, and openness to giving and receiving feedback, and an ability to confront and surmount obstacles.

Parents, teachers and coaches: to create a growth mindset in students, children this involves:

* Presenting skills as learnable
* Conveying that the organization values learning and perseverance, not just ready-made genius or talent
* Giving feedback in a way that promotes learning and future success
* Presenting managers as resources for learning

**147**: … no matter what, he couldn’t find an agreed-upon way to measure social ability. This means that as a society, we don’t understand relationship skills

Many parents believe that judgment and punishment are teaching will.… What are they teaching? They are teaching their children that if they go against the parents rules or values, they’ll be judged and punished. They’re not teaching their children how to think through the issues and come to ethical, mature decisions on their own.