

Mindset and Widening the Aperture



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FASD United
Affiliate Network



Learning Objectives

1. Participants will reflect on and gain insight into the ways that the concepts of mindset and widening the aperture can be integral to their work regarding FASD.
2. Participants will gain understanding regarding the relevance of mindset and widening the aperture to their effectiveness in advancing the mission of their Affiliate and strengthening their impact in the FASD space.
3. Participants will consider strategies to address mindset and widening the aperture to strengthen their effectiveness and impact in the FASD space.
4. Participants will identify two concrete steps they can take to consider mindset and widening the aperture at their Affiliate as a way to broaden their reach and be more inclusive in their particular community, locale, and organization.





POLL

Please complete the anonymous poll questions that will appear on your screen. Your responses will help us know who is in the audience. Thank you!



DEFINING MINDSET

Mindset: The mindset is a set of personal or cultural beliefs and attitudes that shape how we make sense of the world and ourselves.



Growth vs. Fixed Mindset

Growth Mindset

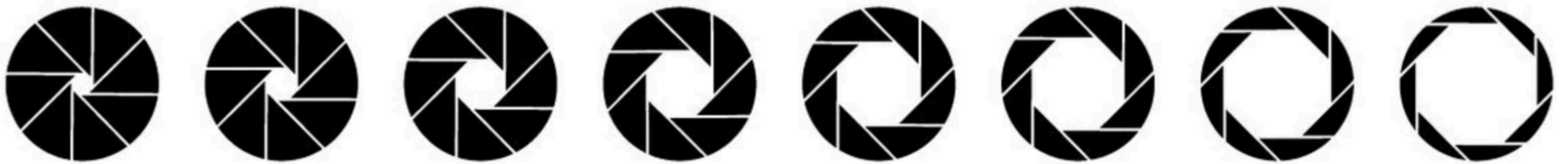
- ✓ Inspired by other people's success.
- ✓ Persistent in achieving their goals.
- ✓ Want to learn new things.
- ✓ Embrace challenges.
- ✓ Learn from criticism.

Fixed Mindset

- ✗ Envious of other people's success.
- ✗ Give up easily.
- ✗ Not interested in personal growth.
- ✗ Avoid challenges.
- ✗ View criticism as an attack.

DEFINING WIDENING THE APERTURE

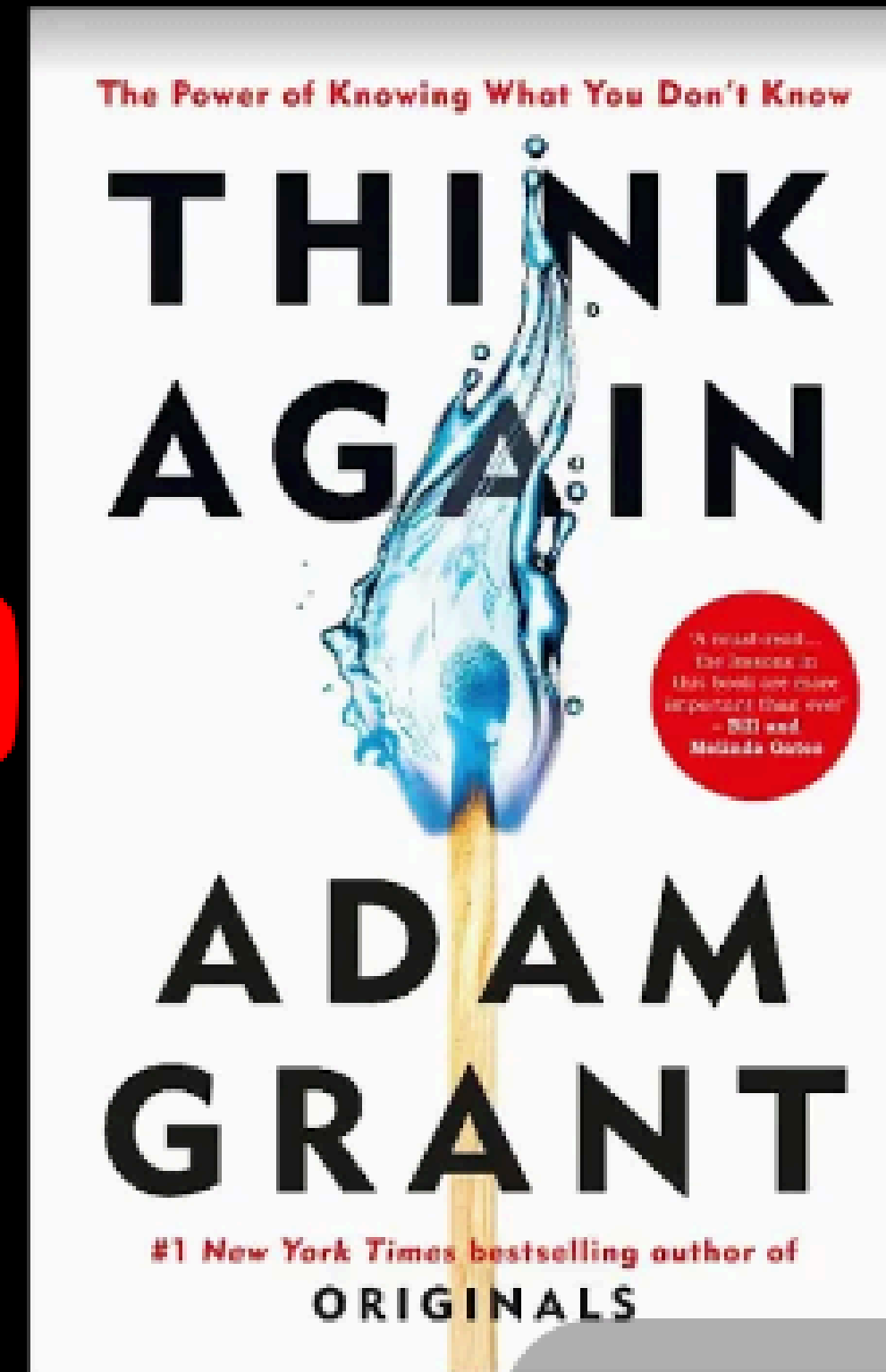
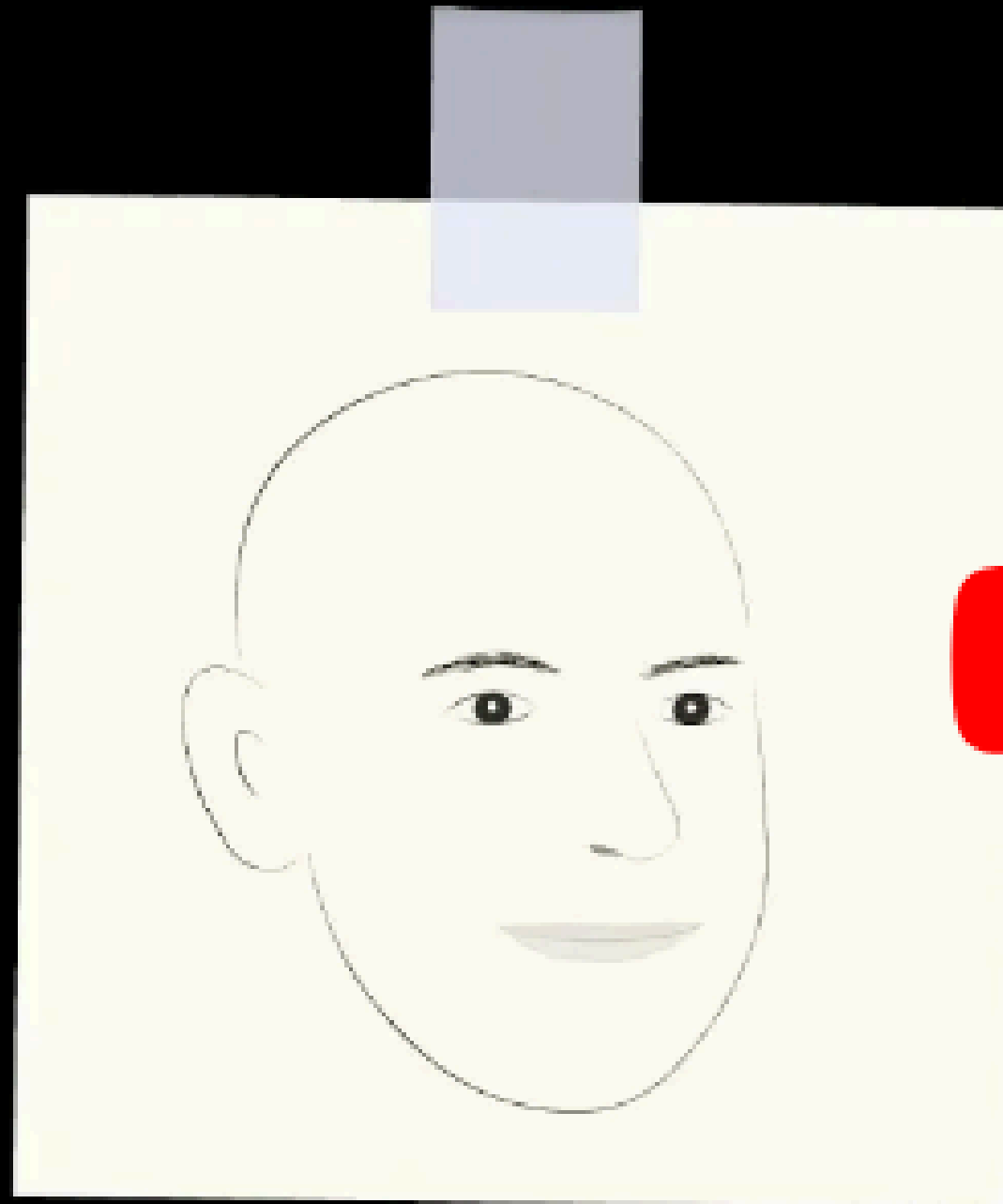
- Aperture has to do with our worldview, and widening the aperture relates to our growth mindset
 - How we change minds and adopt different views ourselves and help others to do so
- As you widen your aperture, you see a full person, and all of the components of the person's identity, not just one





THINK AGAIN by Adam Grant | Core Message

Productivity Game

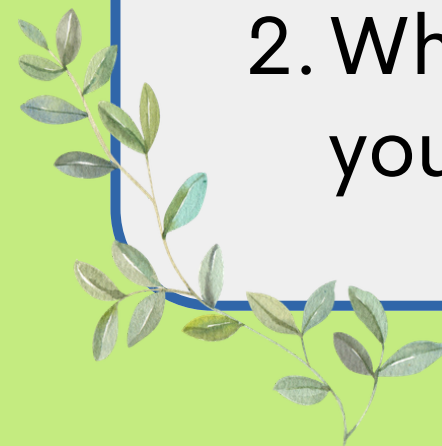


Watch on  YouTube

REFLECTION ON VIDEO



1. Share a time when you have encountered a fixed mindset in others (including what Adam Grant refers to as preaching, prosecuting, or politicking) in your work in the FASD space.
2. What kind of barrier has this posed for you in trying to advance your work?



WIDENING THE APERTURE: BOTH/AND THINKING

Very often, within any organization,
we find ourselves at a crossroads
where we feel we must make a choice
between 2 priorities seemingly in
competition with each other.

But are they really?



either or?

both and!



Wendy Smith - AOM Scholar Interview

Academy of Management



Wendy Smith AOM Scholar
University of Delaware



Watch on YouTube

BOTH/AND THINKING - EXAMPLES

- Planning for present vs. future
- Maintaining direct client contact vs. growing and reaching wider audiences (via technology)
- Delivering your services (as per your mission) vs. supporting the broader cause
- Other?

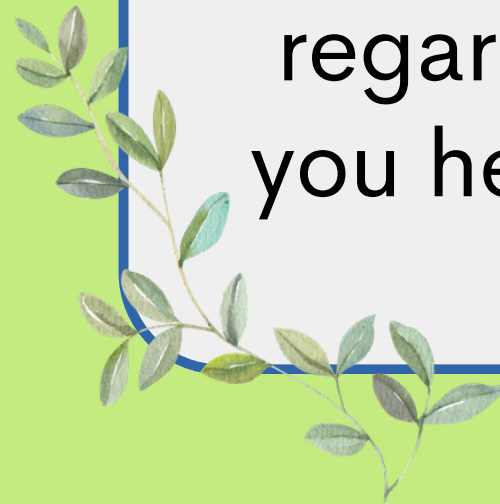


CONNECTING THROUGH REFLECTING



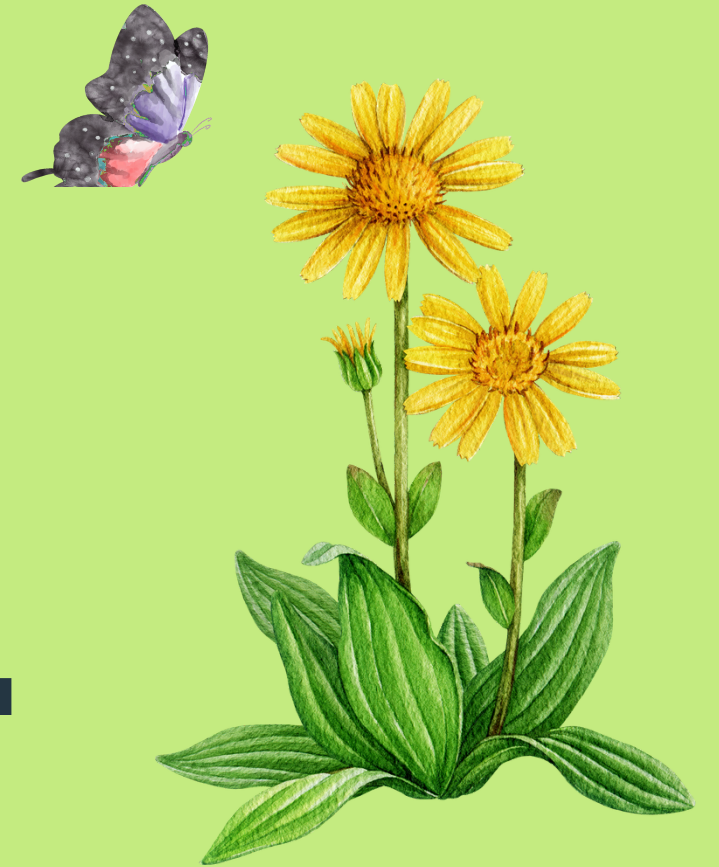
Small Group Breakout
7 mins for discussion/reflection

How can BOTH/AND thinking help advance your work in the FASD space, either regarding your personal approach or how you help others respond to challenges and seek solutions?



LARGE GROUP SHARING & DISCUSSION

Please feel free to share your take aways or next steps in the Chat as well as to raise your hand to speak.



CLOSING POLL

Please complete the anonymous poll questions that will appear on your screen. Your responses will help us plan future workshops. Thank you!

