

Figure 2.4.
Coaching Beliefs Associated with Fixed and Growth Mindsets

	Coaching with a Fixed Mindset	Coaching with a Growth Mindset
1	Some teachers I cannot help.	All teachers, no matter how knowledgeable or skilled, can grow.
2	Coaching is a waste of time if I do not see immediate results.	It is rare to see immediate results. The change process takes time.
3	There is not enough time to work with everyone, so it is hard to make a difference.	Every interaction, no matter how small, moves us forward. Talking with administration and other leaders to prioritize tasks that make the biggest instructional impact helps focus my time.
4	Some teachers seem like they do not care about improving or that they cannot or do not need to improve.	Through building relationships, I can work to understand teachers' perspectives without judgment so that we can openly communicate about how to better support them in their journey. Everyone needs time and support in establishing a growth mindset for themselves and those they work with.
5	Looking at data only causes frustration and defensive conversations.	The intent of data analysis, both individually and collaboratively, is to find possible pathways for continued growth.
6	Some people do not set the right goals.	All teachers can identify their goals and make progress toward attaining them.

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