



# VANILLA ICE WAS THE PERFECT AGILE COACH

**A Journey of Fixed vs. Growth Mindset**

V. Lee Henson CST – CST, PMP, PSM  
“The Brad Pitt of Agile”

# How Do I Find Him?

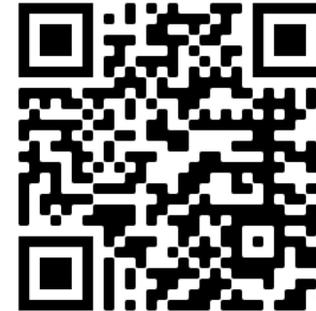
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Vanilla Ice had it all!  
**ICE ICE BABY**

~ LEE HENSON



# Top 5 Reasons Why Vanilla Ice IS The Perfect Agile Coach

1. He taught us to stop, collaborate, and listen
2. He respected process to the extreme
3. He was always prepared to light up the stage
4. Anything less than the best is a felony
5. When the team could not resolve issues – If you got a problem yo I'll solve it...





“I used the music kind of as a therapy, and it’s just amazing that I feel so free after doing that. I feel like I had it trapped Inside of me and now I feel free.”

~ Vanilla Ice

# HOW DO WE BECOME INNOVATIVE DISRUPTORS?

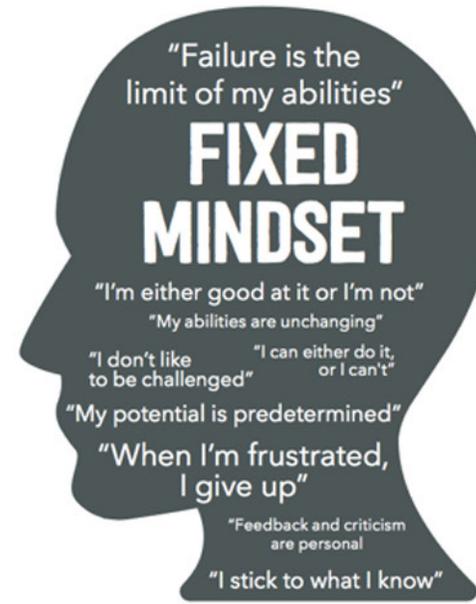
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**HOW CAN WE  
CHANGE FROM A  
FIXED TO A  
GROWTH  
MINDSET?**

## GROWTH MINDSET



## FIXED MINDSET



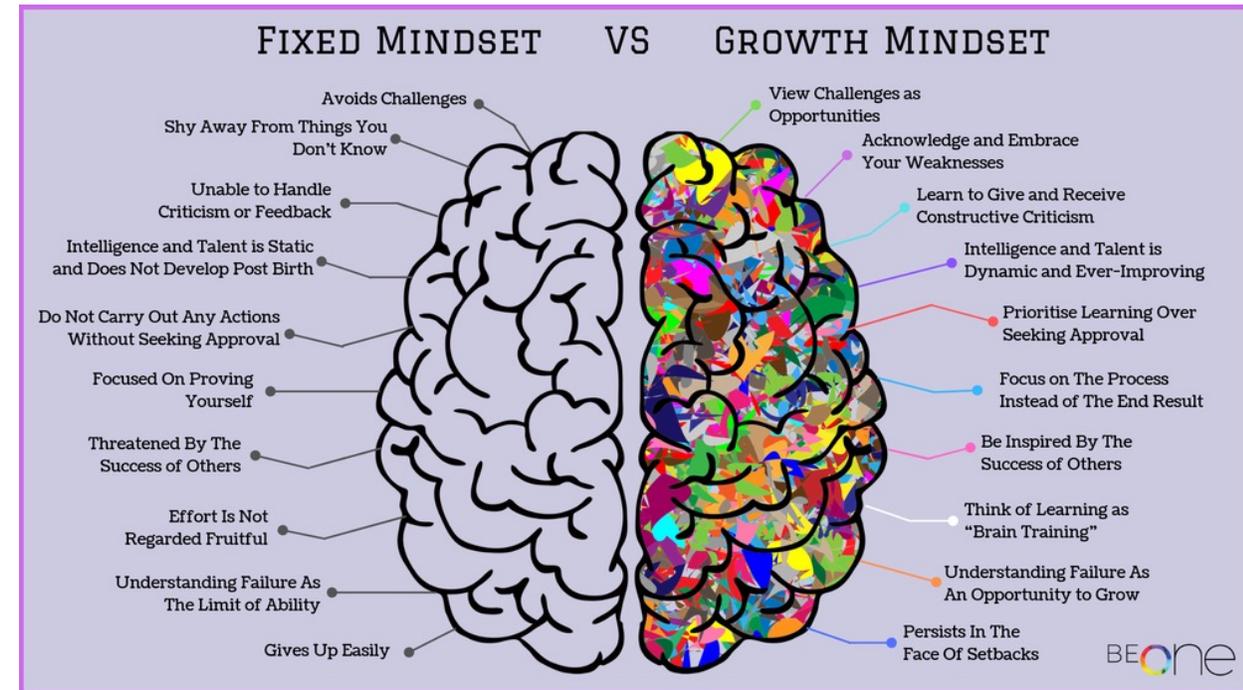
Fixed vs Growth Mindset

**Tell Yourself A Different Story**

# Tell Yourself A Different Story

Power in the story we tell...

- When we come across a difficult challenge how we react to them is based on our own story.
- Our actions are a manifestation of our beliefs!
- The first step to enable a growth mindset is to learn to catch yourself in the moment, make a choice, and stand by your decision.
- Fixed mindset is often based on the bias that others have elected to see about us and not on what we truly believe about ourselves.
- Do NOT underestimate the skills and strengths that you DO have! Always strive to do more and better than ever before.



# Fixed Mindset

## Intelligence is static

Leads to a desire to look smart and therefore a tendency to ...

People who hold a Fixed Mindset believe that “we are the way we are”, but that does not mean that they have less desire than anyone else for a positive self-image. So of course they want to perform well and appear to be smart.

### ... avoid challenges

A challenge, by definition, is hard and success is not assured. So rather than risk failing and negatively impacting their self-image, Fixed Mindset individuals will often avoid challenges and stick to what they already know they can do well.

### ... give up easily when faced with obstacles

This same thinking applies to obstacles. The difference is that challenges are things that they can decide whether to face while obstacles are external forces that get in their way.

### ... see effort as fruitless or worse

Fixed Mindset individuals ask themselves, “What’s the point of working hard and making efforts if afterwards I might still be on square one?” Their worldview tells them that effort is an unpleasant thing that does not really pay dividends, and so the smart thing to do is for them to avoid it as much as possible.

### ... ignore criticism or useful negative feedback

The Fixed Mindset logically leads people to believe that any criticism of their capabilities is criticism of them as a person. Useful negative feedback is ignored, in the best of cases, and taken as an insult the rest of the time. This usually discourages people who are around a Fixed Mindset individual and, after a while, they stop giving any negative feedback. This further isolates that person from external influences that could generate some change.

### ... feel threatened by the success of others

Fixed Mindset individuals see the success of others as benchmarks against which they will look bad. When others succeed, they will try to convince themselves, and the people around them, that the success was due to either luck (because almost everything is due to luck in the Fixed Mindset world), or to objectionable actions. They may try to tarnish the success of others by bringing up things completely unrelated, (“Yes, but did you know about her ...”).

All this confirms a deterministic view of the world.

As a result, they may plateau early and achieve less than their full potential.

Fixed mindset individuals do not reach their fullest potential and their beliefs feed on themselves, forming negative feedback loops. They don’t change or improve much of the time, if ever, and so for them this confirms that “we are the way we are”.



# Growth Mindset

## Intelligence can be developed

Leads to a desire to learn and therefore a tendency to ...

If you hold a Growth Mindset, you believe that intelligence can be developed, that the brain can be grown and strengthened, like a muscle that can be trained. This leads to your desire to improve.

### ... embrace challenges

And how do you improve?  
First you embrace challenges because you know you’ll come out stronger on the other side.

### ... persist in the face of setbacks

Similarly, obstacles or external setbacks do not discourage you. Your self-image is not tied to your success or how you will look to others. Failure is an opportunity to learn and so, whatever happens, you will win.

### ... see effort as the path to mastery

As a Growth Mindset individual, you see effort as necessary to grow and master useful skills and knowledge; you do not view effort as something useless or to be avoided. You are not turned away by fears that you might make an attempt, or even work hard, and that failure is possible.

### ... learn from criticism

Criticism and negative feedback are sources of information. That doesn’t mean that all criticism is worth integrating or that nothing is ever to be taken personally. As a Growth Mindset individual, you know that you can continue change and improve, so negative feedback is not perceived as being directly about you as a person but rather about the current state of your abilities.

### ... find lessons and inspiration in the success of others

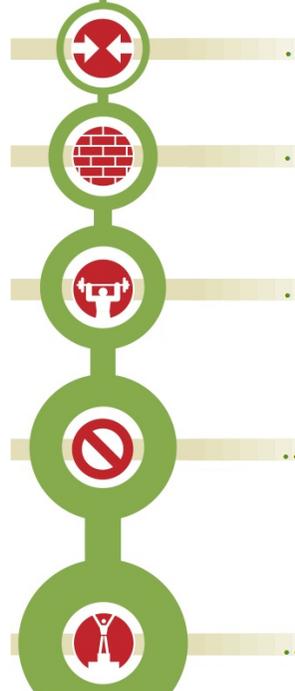
You see the success of others as sources of inspiration, information opportunities to learn. Growth mindset individuals do not view success as a competitive, zero-sum game with others.

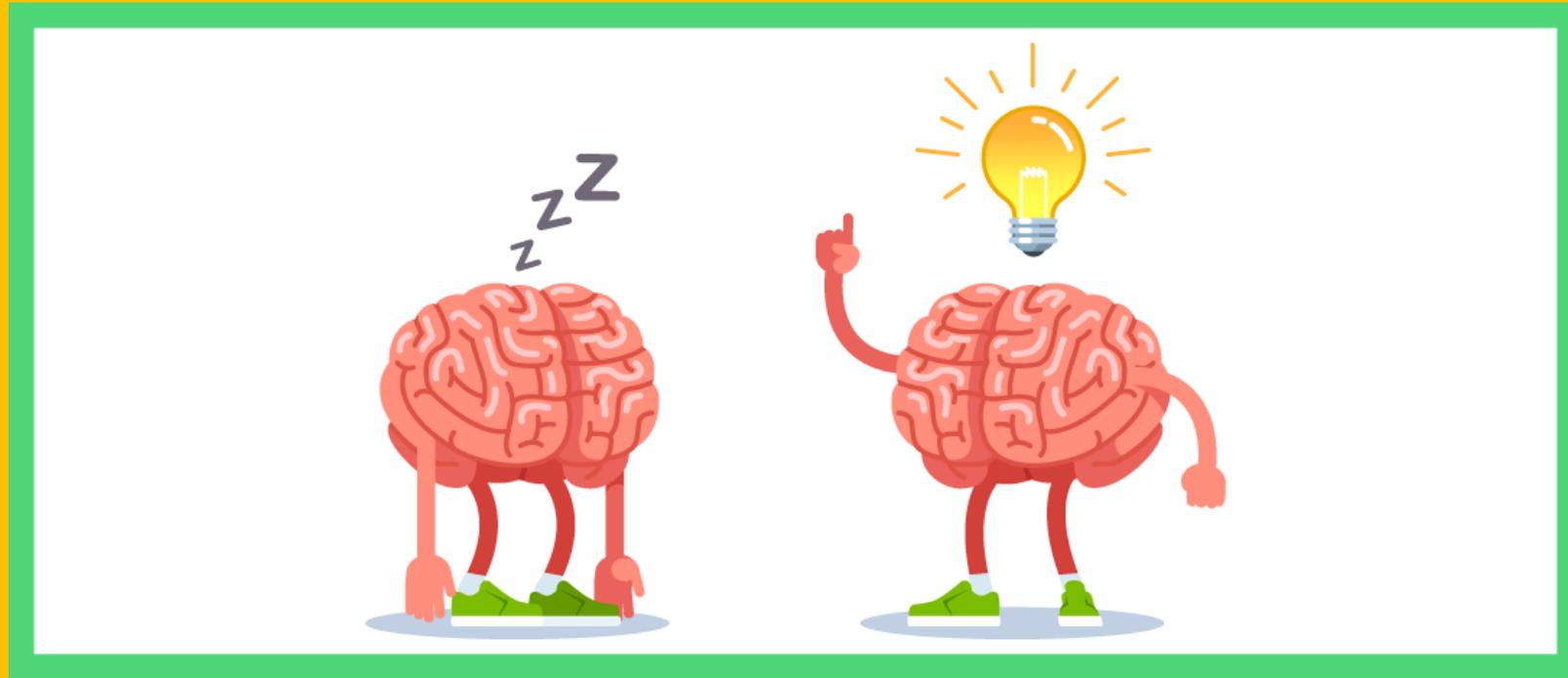
As a result, you reach ever-higher levels of achievement.

All this gives you a greater sense of free will.

As a Growth Mindset individual, you note your improvements and this creates positive feedback loops that encourage you to continue learning and improving.

Most people do not have a 100% Growth Mindset or a 100% Fixed Mindset; most of us have some of both. The good news is that it is possible to change your worldview from Fixed Mindset to Growth Mindset. Carol Dweck’s research indicates that both children and adults can be taught to change their mindsets.





Fixed vs Growth Mindset

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**Set Learning Goals**



WannaBe

~ Spice Girls

# Set Learning Goals

Instead of performance goals!



- **Commit to learning every day!**
  - Seek to learn, not to prove yourself to anyone...
- **Focus on the process that leads to your desired outcome!**
  - Continuous small improvements add up over time. Choose the path where hard work, effort, deliberate practice, and persistence lead you to success.
- **Success does not happen overnight.**
  - Slow and steady wins the race.
- **Pave the way with a clear vision.**
  - Choose how you will execute your strategy based on your vision. The two work very closely together.

# FIXED MINDSET

# MINDSET CHARACTERISTICS

# GROWTH MINDSET

SET - YOU HAVE WHAT  
YOU HAVE

**SKILLS+INTELLIGENCE**

CAN BE GROWN AND  
DEVELOPED

HOW THEY LOOK  
PERFORMANCE FOCUS

**MAIN CONCERN**

LEARNING / GETTING BETTER  
PROCESS FOCUS

SOMETHING YOU DO  
WHEN YOU'RE NOT GOOD

**EFFORT**

AN IMPORTANT PART OF  
LEARNING

GIVE UP / CHECK OUT

**CHALLENGES**

PERSEVERE / WORK THROUGH  
IT - SHOW MORE GRIT

TAKE IT PERSONAL  
GET DEFENSIVE

**FEEDBACK**

LIKE IT / USE IT TO LEARN

HATE THEM / TRY  
TO AVOID MAKING THEM

**MISTAKES**

TREAT THEM AS A LEARNING  
OPPORTUNITY



Fixed vs Growth Mindset

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**Capitalize On Your Failures**



We made the mistake  
ourselves, but it's true, we let  
our fans down –

~ Milli Vanilli



# Capitalize On Your Failures

Learn to innovate from failure.



- **Failure teaches us what success can't.**
  - Do not run away from failure.
- **Take advantage of failures.**
  - Do not run away from failures. Review them and learn.
- **Identify what did not work.**
  - Diligently seek out the root cause of the problem.
- **Plan for course correction.**
  - Learn and grow from failures. They should not be regarded as limitations. Capitalize on them!





Fixed vs Growth Mindset

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**Meet Me In The Middle**





Why don't you just  
meet me in the middle...  
I'm losing my mind just  
a little

~ Zedd, Maren Morris, Grey

# Meet Me In The Middle

Be pragmatic and practical.

- **Set pragmatic achievable goals!**
  - There's a HUGE difference between seeking challenges and attempting to do the impractical.
- **Focus a little above your level.**
  - Find the perfect opportunity to step outside of your comfort zone without leading to anxiety.
- **Set a path.**
  - Achieve continuous improvement by slowly building on your current capabilities.
- **Achieve not Aleve..**
  - Celebrate success instead of naproxen sodium.



# GROWTH MINDSET

Is Freedom

Persevere in the face of failures  
Effort is required to build new skills  
Find inspiration in others success  
Embrace challenges  
Accept criticism  
Desire to learn  
Build abilities

# FIXED MINDSET

Is Limiting

Avoid challenges Give up easily  
Threatened by others success  
Desire to look smart  
Effort is fruitless  
Ignore feedback  
Fixed abilities



Fixed vs Growth Mindset

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**Be Consistent & Flexible**



I Want It That Way...  
Tell me why...

~ Backstreet Boys

# Be Consistent & Flexible

It takes more than a day or two...

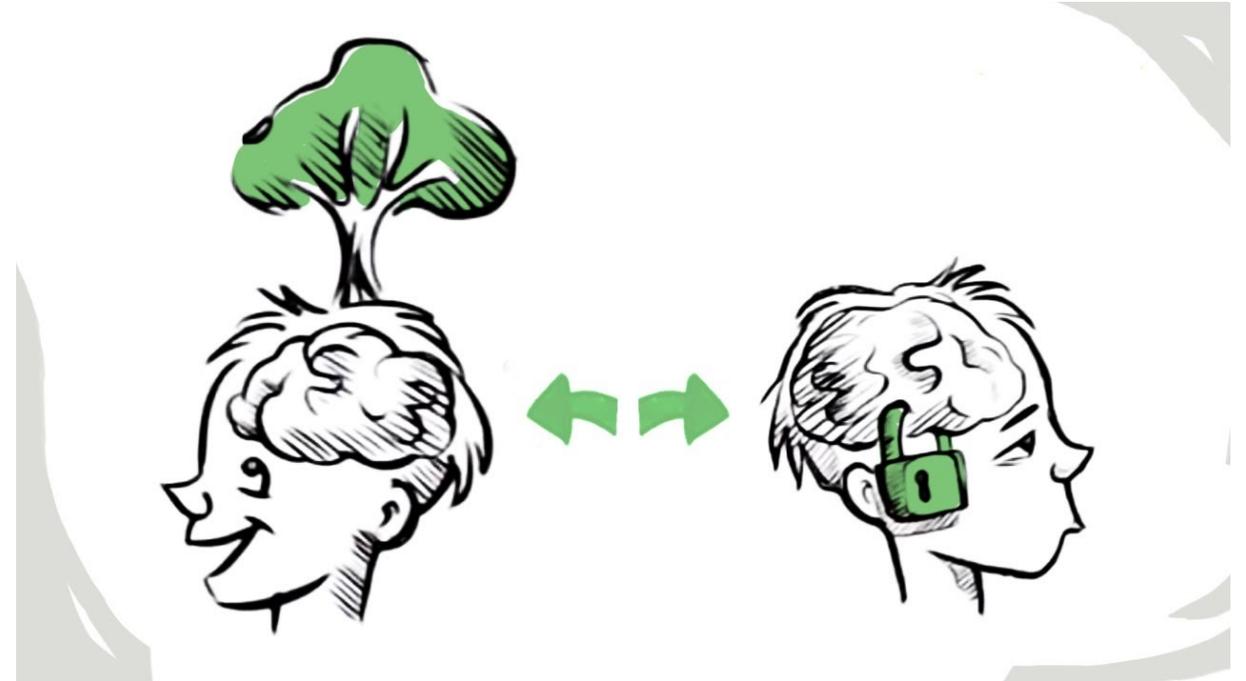


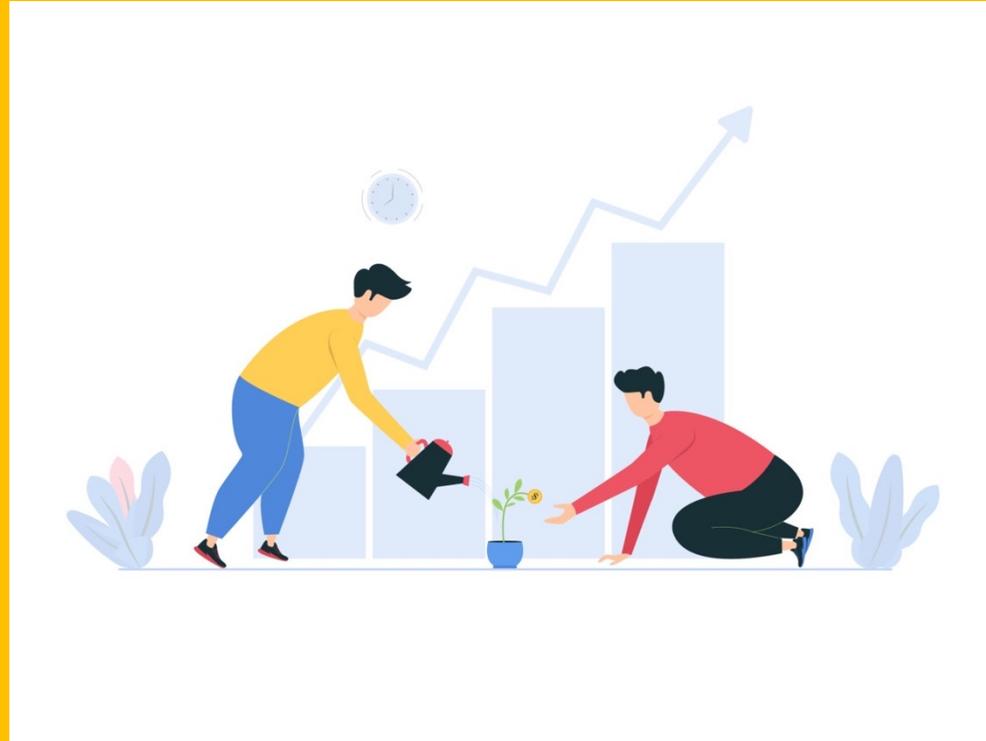
- **Growth mindsets require practice.**
  - Exercise your mind! Practice focusing on growth.
- **Learn from past behavior.**
  - Introspect often and learn from past experiences.
- **Be consistent in your decisions.**
  - Ask yourself interview style questions to diagnose whether the decision comes from a fixed or growth mindset.
- **All humans are unique!**
  - What works for one, may not work for the other. Remaining consistent and flexible in your approach develops a growth mindset.

# Promote A Growth Mindset!

Follow these key practices:

- Do not praise intelligence.
- Recognize and appreciate process, engagement, strategies, perseverance, & progress. These indicate growth!
- Do not engage in false praise. There are no participation trophies. Disappointment drives us to do better and find new strategies.
- Establish that vulnerability is not a sign of weakness. It is a powerful tool to help others realize their fullest potential.
- Encourage the right choice of words. Believing that something is achievable will open up your mind to find innovative solutions.





Fixed vs Growth Mindset

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## The Concept of GROW



I got a Feeling...

~ Black Eyed Peas

# The Concept of GROW

The four questions:



- **What is our goal?**
  - Understanding our goal is critical to achieving success.
- **What is our reality?**
  - We need to embrace that we may not be close to our goal.
- **What are our options?**
  - Be open and honest with all options. Open thinking is a must.
- **What will we commit to do?**
  - Make a commitment and stick to it.

**READY?  
SET?  
GROW!**



“The most valuable lesson I've ever learned in my life is that life is about family and friends, not about material things or any of that. It's about enjoying your life. If you have no family no friends to enjoy it with, it don't matter how much you have, how much success you have, how much fame you have, how much money you have, it just doesn't matter.”

~ Vanilla Ice



Fixed vs Growth Mindset

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**Thank You & Takeaways**



# Session Conclusions:

1 Tell yourself a different story.

2 Set clear learning goals.

3 Capitalize on your failures

4 Be consistent and flexible.

5 Learn to use the GROW model to succeed!

6 Visit the AgileDad.Com to learn more about this topic or email [learnmore@agiledad.com](mailto:learnmore@agiledad.com) for information about training, coaching or speaking engagements.

BE AN  
INNOVATIVE  
DISRUPTOR!



Thank You For Attending

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LEARNMORE@AGILEDAD.COM



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AgileDad – 109 Ambersweet Way, Suite 130, Davenport, FL 33897 – 866-410-1616