# Lesson 3: Cultivating intellectual humility

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As we learned in Lesson 2, everyone shares the same underlying building blocks of morality. But we all rely on them to different degrees to form our specific moral worldview. These differences in our moral worldviews underlie differences in our core values.

Although we all share the same underlying foundations, we often feel as though our own particular values and perspectives are the only "right" ones to have.

Sometimes, we can't even fathom being wrong. We may think to ourselves, "Why would I waste my time talking to someone who disagrees with me? I have nothing to learn from them."

Other times, we may avoid being challenged because we don't like the feeling of being proven wrong.

These types of tendencies are natural. But over time, being overconfident in our beliefs and not exposing ourselves to diverse perspectives can hurt us in a variety of ways.

How so?

Being overconfident in our beliefs can result in blind spots that grow larger with time and become harder to reverse. This overconfidence can also damage our relationships with others by making us seem stubborn or arrogant.

In this lesson, we'll teach you research-backed methods to avoid these pitfalls. By the end of this lesson, you'll be able to:

- Learn techniques to improve your relationships
- Gain mental "magic tricks" to strengthen your decision-making
- Discover how you can turn setbacks into opportunities

Let's start off with a simple question.

**How does it feel to be wrong?**

Enter text...
Most people answer by saying things like "terrible" or "embarrassing."

However, people are usually answering a slightly different question than the one we asked. We asked: "How does it feel to be wrong?"

But most people answer the question: "How does it feel to realize that you're wrong?"

Ummm... what's the difference?

We're all wrong about certain things. But we go about our daily lives without the slightest awareness of our "wrongness." We carry these mistakes and inaccuracies around with us without being aware of it.

As the author Kathryn Schulz explains, if we don't know we're wrong, then being wrong doesn't feel like anything. It actually feels exactly the same as being right.

Don't believe us? Let's try an example.

<table>
<thead>
<tr>
<th>How well do you understand how a zipper works?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>If their answer was close to &quot;Not at all&quot;</th>
<th>If their answer is in the middle or close to &quot;Very well&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>It's pretty unusual — and great! — that you're willing to admit that you don't know much about how zippers work.</td>
<td>Great. Thanks for letting us know.</td>
</tr>
<tr>
<td>Most people rate their understanding as quite high, even if they don't really understand the underlying mechanisms.</td>
<td>Now, please write a detailed, step-by-step explanation of how a zipper works.</td>
</tr>
</tbody>
</table>

Enter text...

Thanks for your answer. Let's see if anything has changed...
We then ask them to give a step-by-step explanation of how a zipper works, followed by asking them again to rate how well they understand this seemingly simple mechanism.

After struggling to explain how a zipper actually works, people usually reduce their rating of understanding.

<table>
<thead>
<tr>
<th>How well do you understand how a zipper works?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at all</td>
</tr>
<tr>
<td><strong>If their answer moved closer to &quot;Not at all&quot; when asked a 2nd time</strong></td>
</tr>
<tr>
<td>It looks like you adjusted your understanding downward after being asked to explain how a zipper works. That's how most people respond!</td>
</tr>
</tbody>
</table>

Most of us have the impression that we know a lot more than we actually do. We have the sense that we understand the world around us with great depth and accuracy.

However, most people know a lot less than they'd like to admit — including the most basic facts about the world around them.

Research shows that people consistently overrate their understanding of simple concepts and mechanisms that we encounter every day. People inflate their understanding of toilets, cell phones, airplanes, the internet...the list is endless!

Only after people are asked to explain how these things work, do they realize how shallow their understanding really is. So most of the time, we're ignorant of our own ignorance.

**Why does this matter?**

You might be thinking, "So what? Why do I need to know how a zipper works? These things aren't important and it's not worth my time to learn about them."

That may be true. But the thing is, this type of overconfidence extends to things that really do matter. Let's take a look.
From the options below, please select a topic that you support and care a lot about:

<table>
<thead>
<tr>
<th>Universal health care</th>
<th>Gun control regulation</th>
<th>Abortion bans</th>
<th>Building a border wall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Climate change regulation</td>
<td>Tuition-free college</td>
<td>Reducing government spending</td>
<td>Defunding the police</td>
</tr>
</tbody>
</table>

Thanks for letting us know.

How well do you understand the issue you selected?

Not very well [ ] Extremely well [ ]

Great.

In order to achieve [the issue they chose], many experts believe it would be necessary to [see text below].

[Text varies depending on the issue selected]

<table>
<thead>
<tr>
<th>In order to achieve [__________],</th>
<th>many experts believe it would be necessary to [__________].</th>
</tr>
</thead>
<tbody>
<tr>
<td>universal health care</td>
<td>transition to a single-payer health insurance system</td>
</tr>
<tr>
<td>climate change regulation</td>
<td>establish a cap-and-trade system for carbon emissions</td>
</tr>
<tr>
<td>gun control regulation</td>
<td>create a federal database to track gun sales</td>
</tr>
<tr>
<td>tuition-free college</td>
<td>adjust the federal budget and the tax system to make tuition free for all</td>
</tr>
<tr>
<td>reduced government spending</td>
<td>cut funding to entitlement programs like Medicare or Social Security</td>
</tr>
<tr>
<td>defunding the police</td>
<td>create new government agencies to handle nonviolent crises previously addressed by police</td>
</tr>
<tr>
<td>abortion bans</td>
<td>overturn Roe V. Wade</td>
</tr>
<tr>
<td>building a border wall</td>
<td>acquire the land necessary for building a border wall</td>
</tr>
</tbody>
</table>
In a step-by-step manner, please explain how to implement this policy, and what the effects of the policy would be.

Thanks for your explanation. Now let's see if your view has changed...

How well do you understand the issue you chose?

Not very well  
Extremely well

This phenomenon is known as the illusion of explanatory depth. Most of us have a powerful, but inaccurate feeling of knowing the whole of something even when our understanding is limited.

This is a natural part of the human condition. We all overestimate how much we know and how correct we are in our beliefs.

What happens when we do realize that we were wrong?

Many of us find it so unpleasant to realize that we're wrong, that even when the cracks in our understanding begin to appear, we may refuse to admit that we've made any mistakes.

Finding out that something we believe is wrong can make us feel as though our whole worldview is being threatened. This is especially true if our error is tied to our core beliefs — our mostly deeply-held convictions, which are intimately wrapped up with our sense of who we are.

We all have a natural inclination to protect our beliefs and resist changing our minds. When our views come under attack, we often react defensively.

In fact, research suggests that our brain responds to attacks on our beliefs similarly to how it would respond to a threat to our physical well-being.

When we encounter arguments that criticize our own views, our amygdala — the part of our brain that evolved to leap into action at the sight of danger — gets activated.

Basically, our brain treats evidence that goes against our beliefs much like it treats a predator.

Whoa!
This all connects back to something we learned back in Lesson 1. Our brains are prone to confirmation bias, the automatic tendency to interpret and seek out information in a way that confirms what we already believe.

Confirmation bias reflects our deeply-held instinct to minimize contact with ideas that our brains find threatening. But it’s not just our biology that predisposes us to cling to our beliefs and deny our mistakes.

In many ways, our culture also instills in us an aversion to being wrong. We’re often rewarded for presenting ourselves as the picture of perfection.

For example, universities favor applicants who have perfect GPAs, high standardized test scores, and admissions essays that highlight the applicants’ achievements. Social media pressures us to curate the illusion of living a flawless and failure-free existence.

As a result, we’re motivated to pretend that we know more than we do. We feel a need to avoid admitting our limitations and the gaps in our knowledge.

<table>
<thead>
<tr>
<th>To review, which of the following describes how most people respond to the possibility that they’re wrong?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>People tend to avoid admitting that they’re wrong to preserve their existing beliefs</strong></td>
</tr>
<tr>
<td>![Checkmark]</td>
</tr>
<tr>
<td>Exactly!</td>
</tr>
</tbody>
</table>

Not only are we often wrong without realizing it, but our inclination to avoid admitting that we’re wrong often results in us digging ourselves into an even deeper hole.

The more that people or information challenge us, the more defensive we get. We cling to our views even tighter than before.

We bury our heads deeper and deeper into the sand, pretending that the reality around us doesn’t exist. We end up even farther away from the truth and from personal growth.
Is there another way?

**Intellectual humility**

There is! We can develop *intellectual humility*: the willingness to acknowledge the limits of our knowledge and the possibility of being wrong.

Preliminary research indicates that cultivating intellectual humility can improve our decision-making, relationships, and happiness.

For example, people who are intellectually humble tend to be viewed as more attractive, more trustworthy, and more deserving of forgiveness compared to people who show arrogance and unwillingness to admit their mistakes. People also report higher levels of satisfaction in romantic relationships with a more humble partner!

By embracing intellectual humility as a virtue — a positive character trait we each ought to develop — we can flip our traditional view of being wrong on its head.

We can recognize that we don't need to feel bad when we're wrong! In contrast, realizing that we're wrong is a good thing. It means we now have an opportunity to learn and improve.

**Tell me more**

By embracing intellectual humility, you can gain more control over how you feel about being wrong.

If you fear admitting that you're wrong, you'll go to great lengths to avoid it. You won't expose yourself to new ideas and information, and when your views are challenged, you'll defend them at all costs, no matter how indefensible they may be. Your ego will get the best of you.

But if you're intellectually humble, you never have to fear being wrong again. Because you can recognize that being wrong isn’t a bad thing. It's actually an opportunity for personal growth and development.

Nearly 2,500 years ago, the Indian philosopher and religious leader Buddha said:

"The fool who knows he is a fool is that much wiser. The fool who thinks he is wise is a fool indeed."
In other words, Buddha is saying that intellectual humility is a step on the road to wisdom. It makes you open to new experiences and new ideas, and such experiences and ideas can shake you free of error and ignorance.

To review, which of the below is a better definition of intellectual humility?

<table>
<thead>
<tr>
<th>The willingness to admit that we may be wrong about something</th>
<th>Not treating others badly even though we know we are intellectually superior to them</th>
</tr>
</thead>
<tbody>
<tr>
<td>![Checkmark]</td>
<td>![X]</td>
</tr>
<tr>
<td>Exactly!</td>
<td>Not quite. Intellectual humility means recognizing the limits of our knowledge. When you're intellectually humble, you won't be so quick to think of yourself as intellectually superior to others.</td>
</tr>
</tbody>
</table>

Like most goals worth working towards, becoming more intellectually humble is a gradual process. We're going to teach you a few practical skills to start increasing your intellectual humility.

Let's start off by focusing on how we communicate our ideas.

Imagine you meet a person named Taylor who always speaks as though they're absolutely certain that what they're saying is true.

Whenever they say anything, they use phrases like "It's obvious that...," "The only possibility is...," or "The fact is..." They state all of their predictions and impressions as matters of fact, instead of opinions or initial impressions.

How do you think people will perceive Taylor?

<table>
<thead>
<tr>
<th>People will think Taylor is very knowledgeable</th>
<th>People will think Taylor is arrogant</th>
</tr>
</thead>
<tbody>
<tr>
<td>![Checkmark]</td>
<td>![X]</td>
</tr>
<tr>
<td>You're onto something!</td>
<td></td>
</tr>
</tbody>
</table>

Many people expect that someone like Taylor would be a very persuasive speaker, since they're 100% confident in the truth of everything they say.

But researchers have found that people who speak with absolute confidence actually don't do themselves any favors.
Psychologist Julia Minson and colleagues found that people who demonstrate absolute confidence in their views tend to be viewed as closed-off to new information and other opinions.

In contrast, people are more likely to view us as open if we speak with humility — meaning, if we choose language that indicates that we could be wrong, rather than claiming our views are irrefutable facts.

**How can I speak more humbly?**

**Speaking with humility**

Here are two techniques you can use to speak with humility:

First, try **speaking for yourself** only. You can do this by using statements with the words "I," "me," and "my." For example, "I think that..." "My impression is that..." or "From my point of view..."

Using these types of statements (as opposed to saying "Everyone thinks that..." or "It's true that..."), acknowledges that you're sharing how things look from your perspective. You're not claiming that your view is objectively correct.

Second, try **owning your uncertainty**: meaning, choose words and phrases that express moderate certainty that you're correct, rather than absolute certainty.

For example, you could try phrases like: "Maybe...," "It's possible that...," "It could be..." and so on.

Instead of claiming to have mastered all the facts, you'll demonstrate that you're aware of the limits of your knowledge.

You'll make it clear that you're speaking to the best of your current understanding, but you could be mistaken. You also indicate that you're open to changing your mind after learning from other people's perspectives.

**To review, which of these options is an example of speaking with humility?**

| "In the future, humans will live on Mars." | "I think it's possible that humans could eventually live on Mars." |
Not quite! This statement expresses a prediction about the future as if it is a definite fact. But we could easily make a few adjustments to convey that this is what someone thinks might happen instead of what will happen.

For example, a more humble way of making the same point could be: "I think it's possible that humans could eventually live on Mars."

Starting the sentence with "I think it's possible" and using the word "could" shows that this speaker is presenting their best thinking about what might happen in the future, rather than claiming to know for a fact what will happen.

Let's move onto another skill we can work on to increase our intellectual humility.

**What is it?**

**Owning being wrong**

We're prone to thinking that it could hurt our reputation if we admit our errors. But researchers have found that people who do admit to their mistakes often earn more trust and respect from others than people who refuse to admit that they were wrong.

For example, leaders who acknowledge their mistakes are perceived to be more likable and trustworthy by their employees. In contrast, leaders who try to preserve a facade of perfection have a harder time earning their employees' trust and building camaraderie in their teams.

It's valuable for us to become more comfortable with our mistakes. We can own being wrong instead of trying to deny it.

As a starting point, the next time you're proven wrong about something, rather than reacting defensively, you can react by thinking, "Great, I just learned something new. I know more than I knew before."
Poof! It's like magic. It resets the situation so that there's nothing to feel embarrassed about.

We have another mental "magic trick" to share with you to help you boost your intellectual humility. It's a concept known as **belief updating**.

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**What does that mean?**

**Belief Updating**

Many of us think about beliefs in all-or-nothing terms. We tend to think that if you hold a belief, you must be 100% sure about it. It's "either I believe this, or I don't believe it." There's nothing in between. It's as if each belief has an on-off switch.

But we can replace this binary choice with a more nuanced way of thinking. We can think of each of our beliefs as having its own dimmer switch, where we can turn up or down our degree of certainty about each belief, depending on how sure we are about it.

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**Why is that helpful?**

If each belief has an on-off switch, encountering new information that challenges your existing beliefs creates a dilemma.

You're left with two stark options: You can either flip the switch and reject your deeply held belief, or you can cling to your belief and reject the evidence. You probably feel trapped, since both options feel bad.

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**But what's the alternative?**

If each belief has a dimmer switch, we don't have to face this dilemma anymore.

Instead of being 100% committed to each of your beliefs, you can believe different things with different degrees of confidence. For example, you might be 40% confident about one belief and 70% confident about another, depending on your knowledge of each subject.

Each time you encounter new information, it will either reinforce or contradict your beliefs. You can "adjust the settings" on your beliefs in either direction to take into account what you just learned.
If you encounter information that challenges one of your beliefs, you can update your confidence downward (say, from 70% to 60%). That's a much less drastic change than having to abandon the belief altogether!

New information doesn't need to be perceived as a threat. Instead, it's an opportunity to fine-tune your convictions.

Got it

**Changing our minds**

We've all adjusted our beliefs about things over time. Can you think of something that you've changed your mind about?

Here are some examples to get your memory flowing:

- You thought that a certain major would be good for you, but now you think you're better suited for something else.
- You held a negative view about someone, but now you see them in a completely different light.
- You used to hold a particular political opinion, but you've revised your view.

In one short phrase, describe one thing you used to think.

[Enter text...]

And what's the reason you now think it's wrong?

[Enter text...]

Thanks for sharing!

When we think back to the opinions we held 5 years ago, we might feel embarrassed about our old beliefs.

But there's no need to be ashamed about changing your mind if you learned something along the way. It's actually a sign of growth. **We are all works in progress.**
Researchers have found that embracing the fact that we have room for growth can have a profound effect on our lives...

According to research by psychologist Carol Dweck, there are two different mindsets that people tend to use when they think about intelligence and ability.

Before we explain them in detail, let's see which mindset you lean towards...

### Which of the following do you believe? [Select all that apply]

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Trying new things is stressful for me and I avoid it</td>
<td></td>
</tr>
<tr>
<td>2. If you're smart, you shouldn't have to try hard to do well</td>
<td></td>
</tr>
<tr>
<td>3. For some fields (like music or math), you either have natural ability or you don't</td>
<td></td>
</tr>
<tr>
<td>4. I appreciate when people give me feedback about my performance, even if it's negative</td>
<td></td>
</tr>
<tr>
<td>5. The harder you work at something, the better you will be at it</td>
<td></td>
</tr>
<tr>
<td>6. No matter what kind of person you are, you can always change substantially</td>
<td></td>
</tr>
</tbody>
</table>

#### If their answers favored options 1, 2, & 3...

It seems like, on the whole, you currently hold what Dweck calls a **fixed mindset**. People who have a fixed mindset believe individuals are born with certain amounts of intelligence and ability, which are stable and unchangeable over time.

By contrast, individuals with a **growth mindset** believe that intelligence and ability are changeable, and can be developed over time through effort and persistence.

#### If their answers favored options 4, 5, & 6...

It seems like, on the whole, you currently hold what Dweck calls a **growth mindset**. People who have a growth mindset believe that intelligence and ability are changeable, and can be developed over time through effort and persistence.

By contrast, individuals with a **fixed mindset** believe individuals are born with certain amounts of intelligence and ability, which are stable and unchangeable over time.

### Why does this matter?

**Growth mindset**
This difference in mindset turns out to impact our behavior, and our ability to learn and succeed.

Through her 30 years of research, Dweck has found that individuals with fixed and growth mindsets have different attitudes towards learning.

Students with a fixed mindset focus on "looking smart at all times and at all costs." Every choice they make is intended to avoid looking deficient in the eyes of others, so they often stay within their comfort zones.

In contrast, students with a growth mindset take a different approach. They seek to "learn at all times and at all costs." They constantly stretch themselves and take on new challenges so they can learn from their mistakes and improve.

Can you give an example?

Sure! In one famous study, Dweck and her colleagues asked a group of four-year-olds to complete a jigsaw puzzle. The children were then offered the choice of redoing the same puzzle or trying a harder one.

Children with a fixed mindset chose to repeat the easier puzzle, knowing that they would be able to accomplish the task successfully. They explained to researchers that they believed smart kids didn't make mistakes.

On the other hand, those with a growth mindset were confused by the question. They didn't understand why anyone would rather repeat the easier task than try out a new one.

They overwhelmingly opted for the harder puzzle, which enabled them to push themselves and learn something new.

To summarize:
- The fixed mindset children wanted to stick to the task they knew, so that they could maintain the appearance of being smart.
- The growth mindset children cared more about the process itself, which they believed was essential to becoming smarter.

Interesting

Recent advances in neuroscience provide support for the view held by those with a growth mindset: Our intelligence and ability truly can change over time.
Neuroscientists have discovered that the brain is constantly changing (even in adulthood!), which is a phenomenon known as neuroplasticity. As we acquire new facts, skills, and perspectives throughout life, all of this learning is encoded in our brain's neural connections.

When we perform a new task or think in a new way, we forge new neural connections. If we continue to repeat these tasks, our new pathways will get stronger and work faster over time.

Through our own actions and habits, we literally rewire our brains, locking all of our growth into our neural circuitry.

The more we internalize this fact, the more we shift from a fixed to a growth mindset.

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Does our mindset influence how we approach disagreements?

Yes, it does! For many of us, when we enter a disagreement, it often feels as though we're warriors entering a battle. We have a particular point of view, and we're focused on proving that we're right. Our goal is to defend our view at all costs and defeat our opponent.

Disagreements become what's called zero-sum: where we believe one side has to win and the other side has to lose.

When we enter disagreements in this way, we're not focused on listening. Instead, we're focused on winning.

Sometimes, even when we realize the other person is right, we refuse to admit it out of fear of looking foolish or fallible. We're essentially committing to not learning.

Does this approach sound familiar?

<table>
<thead>
<tr>
<th>Yes, it sounds like a fixed mindset</th>
<th>Yes, it sounds like a growth mindset</th>
</tr>
</thead>
<tbody>
<tr>
<td>![Green checkmark]</td>
<td>![Red X]</td>
</tr>
<tr>
<td>Exactly!</td>
<td>Not quite. It actually reflects a fixed mindset.</td>
</tr>
</tbody>
</table>

Unfortunately, most of us approach disagreements with a fixed mindset, where we focus on looking right at all times and at all costs.
But imagine instead of entering a disagreement with a fixed mindset, we entered it with intellectual humility and a growth mindset. Here are just a few of the benefits of this approach:

- You come prepared to admit that you might be wrong. You no longer feel compelled to prove your own point. You'll be more open to listening and learning.
- The disagreement no longer seems like a zero-sum battle. Instead, each disagreement becomes an exciting opportunity for growth and learning.
- Finally, you no longer need to think of the other person as an opponent. Instead they become your partner in this exploration.

Rather than attributing poor intentions to the other person, you can give them the benefit of the doubt and assume that they are sincere about their views, just like you are.

How do I get started?

Warrior Mindset vs. Explorer Mindset

Instead of approaching disagreements like a warrior charging into conflict, you can approach them like an explorer.

Imagine that you're an explorer venturing through a place that you've never been to before: someone else's mind.

In this new place, you don't completely understand the customs and traditions, since they're different from your own. Because you don't know much, you decide to suspend your judgment and learn as much as you can about why people believe what they do.

When we approach disagreements this way, the person we are disagreeing with becomes the key to unlocking this mystery. With their help, you can start to understand why other people may see the world differently than you do.

You can open up a whole world that was previously unknown to you!

Let's review. Imagine that you meet Raheem, and he disagrees with you on [the topic they chose on p. 4].

Which of the following two responses would be approaching this disagreement like an explorer?
"I disagree, Raheem, but I'm curious, could you explain to me why you think that?"

Great job! By asking a question, you can learn more about why Raheem believes what he believes, and hopefully grow your understanding of his position.

"I can't believe you'd say that, Raheem. You obviously have no idea what you're talking about."

Not quite. This is approaching the disagreement like a warrior, trying to defeat Raheem. In order to approach the disagreement like an explorer, you can try asking Raheem a question.

That way, you can learn more about why Raheem believes what he believes, and hopefully grow your understanding of his position.

Don’t worry if you currently tend to approach disagreements like a warrior, or if you have elements of a fixed mindset. Just as knowledge and ability can be developed over time, we can gradually cultivate a growth mindset and learn to take an explorer approach to disagreements.

How do I do that?

Growing your mindset

There are three practical methods of injecting more growth into your mindset:

- Acknowledge that your abilities are fluid
- View each mistake as a learning opportunity
- Challenge yourself to do things you haven't already mastered

Let's start with how to acknowledge that your abilities are fluid. Just add this one simple word to your vocabulary...

What's the word?
Yet. Yet means your knowledge isn't fixed. Yet means you're still able to change. It comes in handy all the time. For example:

- "I don't speak French fluently, yet."
- "I haven't run a 5K, yet."
- "I haven't climbed a mountain, yet."

### What's another way to practice a growth mindset?

**I don’t know, yet**

### View each mistake as a learning opportunity!

No one is perfect. We all struggle sometimes and occasionally we make mistakes. But these mistakes can often lead to important learning opportunities.

Think of a time when you learned something valuable from a mistake that you made.

Here are some common types of mistakes to get your memory flowing:

- You didn't budget enough time for a task (such as an assignment), and had to rush the job
- You weren't paying attention while doing something (such as cooking), and it went wrong
- Someone warned you about the dangers of something (such as not wearing sunscreen) but you ignored it and got hurt

### In one short phrase, describe the mistake that you made.

**Enter text...**

### In another short phrase, describe what you learned from the experience.

**Enter text...**
You now have a real, personal example of growing after experiencing and acknowledging a mistake.

The more you view mistakes as learning opportunities, the more you'll be able to overcome weaknesses that are holding you back. Next time you make a mistake, **try to consciously take note of what you learned from it.**

By doing so, you'll have turned the mistake into a valuable learning opportunity that you can carry with you going forward!

As the inventor Thomas Edison once said, "I have not failed. I've just found 10,000 ways that won't work."

What's another way to practice a growth mindset?

**Challenge yourself to do things you haven't already mastered!**

Dweck's research shows that the more you practice things you haven't already mastered, the more you'll grow.

But oftentimes, things that are challenging also seem scary. Especially when you're worried about being perceived as foolish.

Would you like to do another brief self-reflection exercise or would you like to move on?

<table>
<thead>
<tr>
<th>Bring on the self-reflection!</th>
<th>I'm ready to move on</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fantastic! Before continuing, think of something you've thought about trying in the past, but didn't because you were afraid of looking foolish.</td>
<td>No problem!</td>
</tr>
</tbody>
</table>

Here are some common examples to get your memory flowing:

- You didn't try out for a team or club because you were afraid of doing badly.
- You didn't take an advanced class because you were afraid everyone else in it would be smarter than you.
- You didn't ask someone out because you were afraid of being turned down.
In one short phrase, describe the opportunity you didn't try.

Enter text...

In another short phrase, describe why you didn't try it.

Enter text...

Many of us have turned down opportunities to try something new, or take on a new challenge out of fear of failing or looking foolish.

The good news is... it isn't too late!

There will likely be plenty of chances to go for something you might have avoided in the past. The key is to remember that growth and development often require taking a risk into the unknown. As soon as you take that first step, you'll be closer to conquering your fear and you'll be well on your way towards growth.

How do I put all of this into practice?

Life Hacks

Here are four simple life hacks to help you practice intellectual humility and develop a growth mindset:

1. **Celebrate your mistakes**  
   Over the next week, when you notice that you were wrong about something, take a moment to identify what you've learned from that mistake. Then celebrate your growth! You can think to yourself, I now know more than I did before!

2. **Fine-tune your beliefs**  
   Over the next week, make a point of imagining that each of your beliefs has a dimmer switch. When you encounter information that is relevant to one of your beliefs, think about how you can turn the dial on that belief to update your confidence level.

3. **Acknowledge that your abilities are fluid**  
   Have you ever said, "I can't do that?" In the next 24 hours, use the word 'yet' after describing yourself or your goals. For example, 'I can't play guitar... yet!'
4. **Approach disagreements like an explorer**

The next time you get into a disagreement, instead of approaching it like a warrior entering a battle, try to be like an explorer trying to discover a new world. Get curious about the other person's view.

<table>
<thead>
<tr>
<th>Which life hack would you like to practice?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Celebrate your mistakes</td>
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<tr>
<td>Acknowledge that your abilities are fluid</td>
</tr>
<tr>
<td>Approach disagreements like an explorer</td>
</tr>
</tbody>
</table>

**Self-Reflection**

Before we wrap up, let's do some brief self-reflection.

What's the key takeaway you learned from this lesson?

Enter text...

In the upcoming week, how will you implement this key takeaway in your life?

Enter text...

That's it for Lesson 3!

We'll send you a summary of the material in this lesson in 24 hours.

In this lesson, we learned how we can approach disagreements like an explorer, rather than like a warrior. This shift in mindset means that we can view engaging with diverse perspectives as an exciting opportunity for growth.

But maybe you're not convinced that it's really worth your time to talk to people who see things differently from you. It may still seem easier to stick with people who share the same values and beliefs as you.

And it's okay to be skeptical! In Lesson 4, we'll learn more about the benefits of communicating across differences. We'll even address some concerns you might have about deciding when and how to engage with others.