

The Talent Myth and Growth Mindset

Lea Baker

Lea Baker, Region 25 Summer Music Camp, June 2024

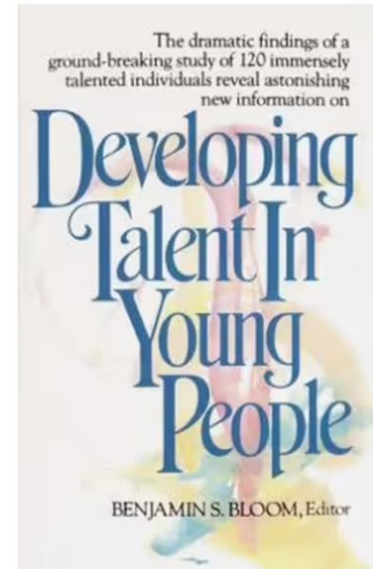
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New research shows that outstanding performance is the product of years of deliberate practice and coaching, not of any innate talent or skill.

The Making of an Expert

by K. Anders Ericsson, Michael J. Prietula, and Edward T. Cokely



Anders Ericsson has done a lot of research into talent and how people become experts at something.

In this paper he cites Benjamin Bloom, a professor of education at the University of Chicago, who published a landmark book, *Developing Talent in Young People*, which examined the critical factors that contribute to talent.

He took a deep look at the childhoods of 120 elite performers who had won international competitions or awards in fields ranging from music and the arts to mathematics and neurology.

Bloom's work found no early indicators that could have predicted the virtuosos' success.

Subsequent research indicating that there is no correlation between IQ and expert performance in fields such as chess, music, sports, and medicine has borne out his findings. The only innate differences that turn out to be significant—and they matter primarily in sports—are height and body size.

So what does it take to become an expert?

One thing emerges very clearly from Bloom's work:

All the superb performers he investigated had practiced intensively, had studied with devoted teachers, and had been supported enthusiastically by their families throughout their developing years.

Research shows the experts spend many hours immersed in deliberate practice.

It will take you at least a decade to achieve expertise, and you will need to invest that time wisely, by engaging in “deliberate” practice— practice that focuses on tasks beyond your current level of competence and comfort. You will need a well-informed coach not only to guide you through deliberate practice but also to help you learn how to coach yourself.

“The development of genuine expertise requires struggle, sacrifice, and honest, often painful self-assessment. There are no shortcuts”

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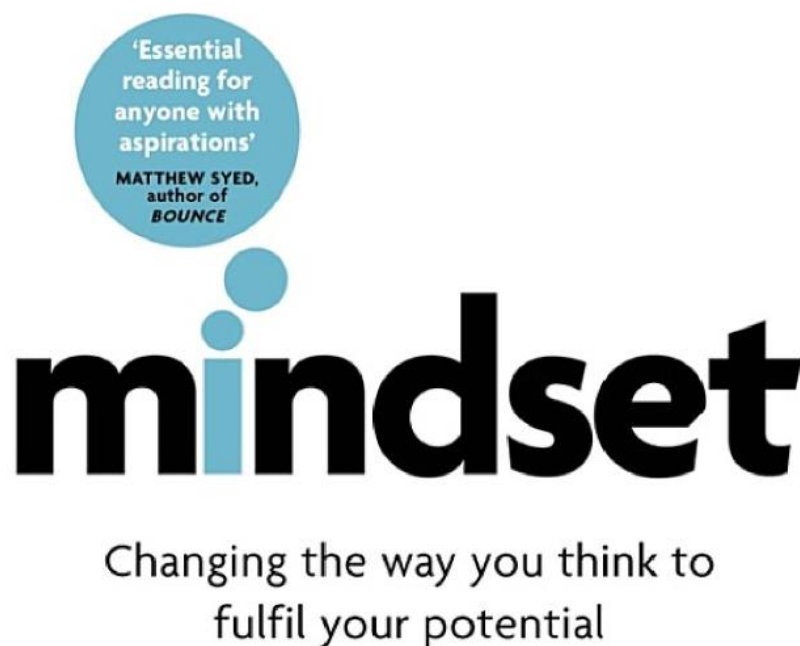
The journey to truly superior performance is neither for the faint of heart nor for the impatient. There’s a lot of truth in the old “10,000” hours to become really good at something. Like other world-class performers, (even) Mozart was not born an expert- he became one!

ED SHEERAN

In this video clip, Ed Sheeran talks about the false idea of “Talent”.

<https://youtu.be/flkjMuaKYQU?si=MhQ0Y6zP06Uyd7C>

DR CAROL S. DWECK



This is a good segway into talking about mindsets.

A mindset is a belief, a way of thinking. Carol Dweck has done tons of research into the way people think and it's effect on their growth and potential.

Carol is professor of psychology at Columbia University . She is well regarded as one of the worlds leading researchers into personality, social and developmental psychology. Her work

has shown the power of people's beliefs on their potential and growth, and how changing beliefs can have profound effects.

Carol describes two particular mindsets, fixed and growth and we all have both of them.

Traits of the Growth Vs Fixed Mindset:

FIXED MINDSET	GROWTH MINDSET
<ul style="list-style-type: none">• The belief that traits, talents, and intelligence are fixed.• Sticking with what you know or are good at.• Making an effort is a waste of time.• Avoiding challenges.• Not interested in receiving feedback.• See's feedback as criticism.• Feels threatened by the success of others.	<ul style="list-style-type: none">• Believes that you can learn and improve your skillset.• Believes that with the effort you can become good at something.• Embraces challenges• Welcomes feedback and is always looking to improve.• Failure is an opportunity to learn and try again.• Feels encouraged by the success of others.

“The passion for Stretching yourself and sticking to it, even (or especially) when it’s not going well, is the hallmark of the growth mindset”

– Carol Dweck ‘The Mindset’.

We Have A choice!

Mindsets are beliefs.

They are *powerful* beliefs but all beliefs are in your mind and you can change your mind!

How does learning about the myth of “Talent” and FIXED and GROWTH mindsets help you?

Lea Baker – Voice Teacher

<https://www.raiseyourvoice.net.au/>

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