Tinker time: developing digital literacies with the growth mindset

Ashley England & Alycia Bailey
Information Services, UTS Library
Future of work

• Lifelong learning

• Solving complex problems

• Importance of digital literacy
(You already know this)
A culture of learning + mindsets
**Fixed Mindset**

- Set - You have what you have
- How they look
- Performance focus
- Something you do when you’re not good
- Give up / check out
- Take it personal
- Get defensive
- Hate them / try to avoid making them

**Growth Mindset**

- Skills + intelligence
- Main concern
- Effort
- Challenges
- Feedback
- Mistakes
- Can be grown and developed
- Learning / getting better
- Process focus
- An important part of learning
- Persevere / work through it - show more grit
- Like it / use it to learn
- Treat them as a learning opportunity

[www.trainugly.com](http://www.trainugly.com)
Tinker time: Staff capacity building

- Be uncomfortable - embracing growth mindset & uncertainty
- Personal learning agreements
- Community of Practice
- Monthly workshops
- CLARA learning power
What worked

• Built confidence
• Shared language
• Peer to peer learning
• Senior management supported AND did it too!

Lessons learned

• Make the program shorter & more compact
• Responsive to feedback & CLARA results
Tinker Kits

- Entry level & scaffolded
- Cross-disciplinary
Tinker Kits

- Collaborative effort
- Exploring in our team
- Building trust
- Proven value
What worked

• It's a "pilot"
• Build confidence
• Supporting with study guides

Lessons learned

• Regular reviews incorporating feedback
• Adoption takes time: maintain your enthusiasm
"I didn't get good, but I did get better"

Alycia Bailey, 2017
Culture of Learning

- Low stakes tasks
- Mistakes = learning
- Change your language
- Model behaviour you want to see.

If you're the boss – this means you too!
Opportunities

• Claim the space!
• Reputation building
• Shared language
There's a whole team!

David Litting
Rebecca Dale
Andreas Mertin
Hossain Salahuddin
Elizabeth Smith
Come and meet them!

Tinker Time
Thursday
Morning tea & Lunch
Thank you