This is a summary of the workshop "The Entrepreneurial Mindset," drawing on the provided transcript and presentation slides.

The workshop was presented by Community Coaches, Inge Visser and Chantal Stegink, from the Center for Entrepreneurship (CFE) in the Netherlands. Inge Visser is an ex-professional marathon speed skating athlete who focuses on translating the power of elite sports into insights for an entrepreneurial mindset. Chantal Stegink is also a Senior Lecturer and a DISC-certified coach. The CFE provides a community for enterprising students and offers opportunities like workshops, journey programs, and access to a large network of entrepreneurs. The agenda covered Mindset, DISC, Entrepreneurial Competences, and Setting Goals.

Mindset

The workshop focused on the theory of **fixed and growth mindsets**, pioneered by American psychologist Carol Dweck. Mindset is crucial because it defines how an individual handles learning, failure, and success, which is vital for an entrepreneur.

• **Fixed Mindset:** People with a fixed mindset believe their talents, intelligence, and qualities are permanent and unchangeable. They tend to avoid challenges, choose safe options, and see mistakes as threatening or as proof that they are "not good enough".

• **Growth Mindset:** People with a growth mindset believe they can develop themselves through effort, learning, feedback, and perseverance. They view mistakes as an opportunity to learn and grow, and they actively take on challenges.

Tips provided to help develop a more growth mindset include:

• **Embrace the challenge**.

• **Learn from your mistakes**.

• **Use the power of “not yet”** (e.g., "I am not able to do that yet").

• **Focus on the process, not the results**.

• **Set learning goals** instead of performance goals.

DISC Model

The DISC model is used to gain self-insight and self-knowledge by analyzing preferences in behavior. The model is based on research from the 1920s regarding how people express behavior and emotions in interaction with their environment.

The model identifies four basic styles:

• **D** (Dominance, Red)

• **I** (Influence, Yellow)

• **S** (Steadiness, Green)

• **C** (Conscientiousness, Blue)

The model is structured along two axes: whether a person is more **task-oriented or human-oriented**, and whether they are more **extravert (direct) or introvert (indirect)**. While almost no one is purely one style, most individuals have a combination of two dominant styles (e.g., DI or CS). Understanding DISC is valuable for entrepreneurs as it can make collaboration and communication more effective.

It is important to note the **link between DISC and Mindset**: DISC shows how someone tends to act, but it is the mindset that defines how they deal with challenges, not the personality style itself.

Entrepreneurial Competences

The presenters draw on a model created by Thomas Lans and Marco van Gelderen, which takes a growth mindset perspective, asserting that **entrepreneurship is something that can be developed**, not something people are necessarily born with. Entrepreneurship is viewed as a way of thinking and acting that can help a person be more entrepreneurial.

This model features **15 competences** that are divided into three parts:

1. **Into Action:** Includes planning and management.

2. **Resources:** Includes self-awareness and self-efficacy.

3. **Opportunities:** Includes creativity.

Setting Goals

A core message of the workshop is that "a goal without a plan is just a wish". To develop and grow, setting goals is essential. The final exercise of the workshop involved choosing one competence to develop and setting clear goals by answering five specific questions:

1. **What do you want to have achieved in six months?**

2. **What do you want to have achieved in one month?**

3. **What do you want to achieve today?**

4. **What or who do you need to achieve your goal?** (This includes thinking about one's mindset)

5. **What keeps you motivated to never let go of your goal?**

This exercise encourages participants to write down and actively work out their goals, thereby anchoring them in their brain and making them more concrete and memorable. This structure forms the basis for future development steps. The overall purpose of the workshop is to help participants develop their entrepreneurial skills, competences, and vision for both professional and personal growth.