

As news headlines warn of [artificial intelligence](#) making millions of jobs obsolete, your mind may conjure scary thoughts of getting laid off at the hands of a robot or machine. While it's true that AI is a cheaper and faster way to perform many tasks, how we respond to technological changes is always within our control.



FIXED VS. GROWTH MINDSET

Mindset research, in particular, has shown that the way we perceive our abilities affects how we respond to challenges. When we think of our skills as fixed and incapable of change — [a fixed mindset](#) — changes feel like threats. However, when we think of our skills as fluid and capable of improvement — [a growth mindset](#) — changes feel like [opportunities to get better](#).



As AI is poised to transform millions of jobs around the world, here's how you can make the switch from a fixed mindset to a growth mindset.

What will **AI** mean for my job?

A fixed mindset says ...	A growth mindset says ...
"What's the point of learning and growing? My skills will be obsolete in a couple years."	"How can I use AI to help me create an even better job?"
"There's no way I can compete with AI."	"How can I use AI to improve?"
"AI is way smarter than I am."	"I can use AI to learn even faster."
"I'll always make more mistakes than AI."	"Mistakes are how I get better."
"AI will make me look bad."	"Getting better is more important than looking smart."
"There's nothing I can learn from AI."	"I can find learning opportunities anywhere."

If you're an employee, see how many of the above fixed-mindset statements reflect thoughts you've had about your own skills or career. Give some thought to how you might reframe them with a growth mindset.

If you're a manager, give some thought to the culture you're creating on your team. When it comes to an AI-enabled workforce, are you nudging your employees to use a fixed mindset or a growth mindset?

No matter your role, remember that adapting to change is an ongoing process. You may feel resistant to using AI today, but with a **growth mindset**, each day can become less threatening — and, in fact, more rewarding — than the last.