



## **Equality, Diversity and Inclusion Conference 2022**

### **Cape Town: Disruption**

#### **Stream 9:**

#### **Prioritising (Personal Initiative) Mindsets over Skills to create Sustainable Livelihoods**

Paper submissions for this stream to be emailed in Word format to:

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#### **Stream Chairs:**

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Submissions to the stream can be in the form of long abstracts (up to 1500 words), developmental papers (3000-5000 words, including references) or full papers (no length restrictions) by the deadline of 15 March 2022. Please process your registration and paper submission online via the [EDI registration page](#).

The 2030 Agenda for Sustainable Development seeks to promote a just, equitable, tolerant, open and socially inclusive world in which the needs of the most vulnerable are met. However, despite impressive progress towards the United Nations Sustainable Development Goals, implementation challenges exist, especially in developing countries (Allen et al., 2018; Jaiyesimi, 2016). More recently, the United Nations (2021) has recognised the importance of building new mindsets and behaviours to drive the implementation of goals and foster effective, sustainable institutions. The emphasis on mindsets is a radical shift from a strictly skills based approach to creating sustainable livelihoods through work.

Existing literature demonstrates a growing interest in mindset theory, and personal initiative (PI) as a specific kind of mindset, as drivers of behavioural change (Dweck, 2015; Frese & Fay, 2001; Yeager & Dweck, 2012). Research has shown, for example, that PI mindset training is more successful than business skills training for the success of micro-entrepreneurial businesses when measured as number of employees employed and turnover two years after the training (Campos et al., 2017; for more information see [www.pi-training.org](http://www.pi-training.org)).

Whilst mindsets refer to individual beliefs and attitudes, personal initiative is about a self-reinforcing cognition-behaviour cycle of self-starting and future-oriented behaviours that overcome barriers to achieve a goal (Dweck, 2015; Frese & Fay, 2001). Mindsets such as PI also create positive attitudes and thus could be applied and contribute to transformational change. Against this backdrop, this stream aims to discuss and bring to light how mindsets promote organisational sustainability and individuals' sustainable livelihood. We welcome conceptual, theoretical and empirical papers that showcase efforts, opportunities and challenges in forming and strengthening mindsets, particularly but not limited to personal initiative mindsets.

Contributions might address, for example:

- The role of primary, secondary and tertiary educational institutions in shaping the mindset of young people
- The role of personal initiative to move out of unemployment
- The role of personal initiative for entrepreneurial success
- The role of personal initiative in securing jobs among entrants into the job market
- The role of personal initiative for job success

Stream submissions can be in the form of long abstracts (up to 1,500 words), developmental papers (3,000-5,000 words, including references) or full papers (no length restrictions) by the deadline of 15 March 2022.

All submissions will be subjected to peer review, organized by stream chairs.

The authors will be informed about the acceptance or rejection of their submission by 30 April 2022.

## **References**

Allen, C., Metternicht, G., & Wiedmann, T. (2018). Initial progress in implementing the Sustainable Development Goals (SDGs): A review of evidence from countries. *Sustainability Science*, 13(5), 1453-1467.

Campos, F., Frese, M., Goldstein, M., Iacovone, L., Johnson, H.C., McKenzie, D. & Mensmann, M. (2017). Teaching personal initiative beats traditional training in boosting small business in West Africa. *Science*, 357(6357),1287-1290. doi: 10.1126/science. aan5329.

Dweck, C. (2015). Carol Dweck revisits the growth mindset. *Education Week*, 35(5), 20-24.

Frese, M., & Fay, D. (2001). 4. Personal initiative: An active performance concept for work in the 21st century. *Research in organizational behavior*, 23, 133-187.

Jaiyesimi, R. (2016). The challenge of implementing the sustainable development goals in Africa: The way forward. *African journal of reproductive health*, 20(3), 13-18.

United Nations. (2021). Changing the mindsets to realise the 2030 Agenda for Sustainable Development.

Yeager, D. S., & Dweck, C. S. (2012). Mindsets that promote resilience: When students believe that personal characteristics can be developed. *Educational psychologist*, 47(4), 302-314.