

Embracing a Growth Mindset

For learning, leading & developing resilience

September 2021



Growth mindset

<https://www.khanacademy.org/youcanlearnanything>

<https://www.brainpickings.org/2014/01/29/carol-dweck-mindset/>

John Legend – Success through effort <https://www.youtube.com/watch?v=LUtcigWSBsw>



Fixed versus growth mindset

Activity - Fixed mindset

Think about a time when a fixed mindset held you back at work.
What were the potential impacts of having a fixed mindset?

Activity - Growth mindset

Think when you adopted a growth mindset to overcome a challenge at work.
What were the outcomes and what did you learn?
What are the potential impacts of having a growth mindset?

Developing a growth mindset

- Take on new challenges
- Slot in time for idea generation and process improvement
- Reward reasonable risk. Celebrate the small wins
- Share information with others widely. Get feedback from others
- Slot in time for self-reflection
- Help other people to improve and develop, not just yourself. Be humble
- Start saying “Not yet” instead of “I give up” or

“Practice leads to improvement” not “Practice makes perfect”



Developing a growth mindset



Ask questions like:

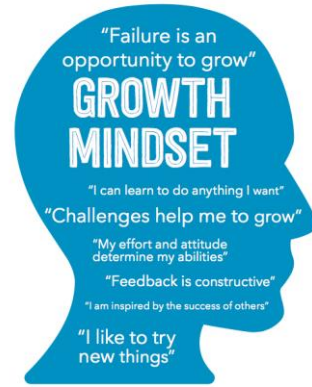
- What lessons did I learn?
- How can I apply those learnings in the future?
- Who can help me with this/provide feedback on this?
- How can I take on and apply that feedback I received?
- What could I have done to make that even better?
- What are other ways that I could have achieved that?

Fixed versus growth mindset

The most resilient people are the ones who believe that their abilities can be developed through their effort and their learnings.

When you turn a failure into a gift and learn from it, you're actually becoming smarter and bouncing back quicker.

Assume that a setback is a setback, not a measure of your potential.



Fixed versus growth mindset



Activity - Fixed versus growth mindset

Instead of...

I'm not good at this

I give up

It's good enough

This is too hard

I made a mistake

Plan A didn't work

My colleague can do it

Try thinking...

What am I missing?

Fixed versus growth mindset



Activity - Fixed versus growth mindset

Instead of...

I'm not good at this

I give up

It's good enough

This is too hard

I made a mistake

Plan A didn't work

My colleague can do it

Try thinking...

What am I missing?

What's a different approach?

Is this really my best work?

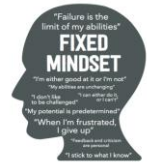
This may take some time

Mistakes help me learn

There is always Plan B

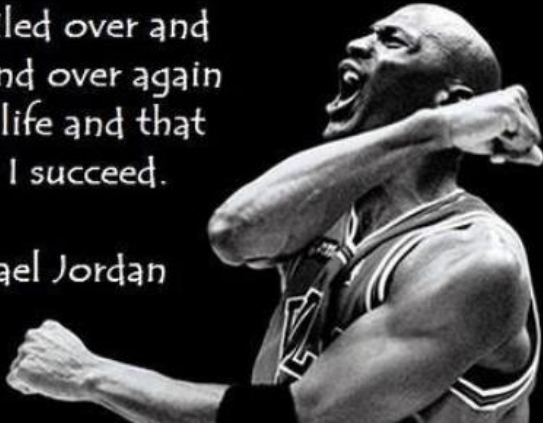
I can learn from them

Fixed versus growth mindset



I've failed over and over and over again in my life and that is why I succeed.

-Michael Jordan



Leaders are made, they are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile.

(Vince Lombardi)

Reflection



Keep



Stop



Start