

Mindset Matters



Building a Growth Mindset



What's our focus today?

- Explore what a growth mindset is and isn't
- Check in with our own mindset
- Discover how mindset can show up at work to limit or support us
- Consider our triggers
- Learn 3 strategies to nurture a growth mindset

What is a growth mindset?

In no more than 7 words, can you explain what a 'growth mindset' is?

Growth mindset in 7 words or less

- ✓ That intelligence is not set in stone
- ✓ The belief that I can improve
- ✓ Knowing that my talent can be developed
- ✓ The knowledge that I can be better

Growth mindset: what it isn't

- ✗ Anyone can do anything
- ✗ That ability doesn't matter
- ✗ Making people feel better about failing
- ✗ Simply telling people to 'try harder'
- ✗ A silver bullet
- ✗ A quick fix

How our mindsets show up at work



How's your mindset?

- ☐ 1. I'd rather stick with what I know and do it well than take on challenges that I might not be able to deliver on
- ☐ 2. Even if things take a little bit longer or we don't always get the outcome we'd hoped, I believe it's essential to support mine & others' learning and growth.
- ☐ 3. I try to avoid failure, I really don't like it. I'd rather not talk about it if I do fail.
- ☐ 4. I relish being given new challenges, even if sometimes I'm not entirely confident we'll be able to get the desired results
- ☐ 5. Being given criticism, even if well intended, makes me feel sad and hurt
- ☐ 6. I'm not afraid of owning my own failures and talking openly about them.
- ☐ 7. It's often quicker and better to do things myself, rather than relying on others. At least that way I know things will get done and I'm in control.
- ☐ 8. Although I don't necessarily love being given feedback I do appreciate that people are willing to point out where I'm struggling and can improve

_____ Odd numbers

_____ Even numbers

My mindset triggers

FIXED MINDSET TRIGGERS AND IMPACT

Situations

People

GROWTH MINDSET TRIGGERS AND IMPACT

Situations

People

How can you build a growth mindset?

1. Reframing
2. Judger vs learner
3. Relearning goals

1) Reframing

The key to changing your mindset is self awareness

1. Learn to hear your fixed mindset voices
2. Recognise you have a choice
3. Talk back to it with a growth mindset
4. Take the growth mindset action

1) Reframing

What's your fixed mindset voice? Identify and discuss all the things you say to yourself

1. What if I fail?
2. I'm rubbish at presenting
3. If I don't try I can protect myself
- 4.
- 5.
- 6.

1. 'Successful' people fail all the time!
2. I'm not good at presenting **yet**
3. If I never challenge myself, how will I grow?

2) Judger vs learner

Choice Map™

We choose moment by moment



Choose

Learner Mindset

Judger Mindset

React

What assumptions
am I making?
What can I learn?

What happened?
What do I want?
What are the facts?

What are they thinking,
feeling and wanting?
What am I responsible for?

What are my choices?
What's best to do now?
What's possible?

LEARNER

- Thoughtful Choices
- Solution Focused
- Win-Win Relating

Whose
fault is it?

SWITCH
Ask Learner Questions
to Avoid Judger Pit

Switching Lane

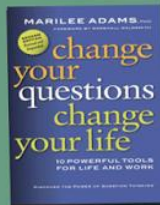
What's wrong
with me?
What's wrong
with them?

JUDGER

- Automatic Reactions
- Blame Focused
- Win-Lose Relation

Why am I such a failure?
Why are *they* so stupid?
Why bother?

JUDGER PIT



Marilee Adams, Ph.D.
800-250-7823
www.InquiryInstitute.com



2) Judger vs learner

A

Awareness

B

Breathe

C

Curiosity

D

Decide



3) Relearning goals

MY LEARNING GOALS

1. Be challenging, clear, specific, and personal

Learn more about how to engage my team, check out the LI course on this and read Team Tactics over the next 2 weeks

2. Be challenging, clear, specific, and personal

Learn more about how to develop resilience - mindfulness in particular could help me so I'm going to research and take a short course in this

3. Be challenging, clear, specific, and personal

PERFORMANCE GOAL

Be challenging, clear, specific, and personal

Successfully lead the rollout of the new product over the next 3 months, to deadline, and within budget

4) Rethinking goals

A daily question:

What did I struggle with today?

Weekly questions:

- *What worked well this week for each learning goal?*
- *What did I struggle with this week?*
- *What will I try next, to capitalise on what I've learned?*

How can you build a growth mindset?

1. Reframing
2. Judger vs learner
3. Relearning goals

Useful resources

<https://hbr.org/2016/10/how-microsoft-uses-a-growth-mindset-to-develop-leaders>

<https://hbr.org/2016/01/what-having-a-growth-mindset-actually-means>

Book

Mindset: How you can fulfil your potential, Dr Carol S Dweck

TED Talk

https://www.ted.com/talks/carol_dweck_the_power_of_believing_that_you_can_improve?language=ry