



HOW TO CULTIVATE A

GROWTH MINDSET

AS A LEADER AND A TEAM

TEAMS AND LEADERS CAN SHIFT THEIR SPEAKING, THINKING AND DOING TOWARDS GROWTH BY UNDERSTANDING THE DIFFERENCE BETWEEN A FIXED AND A GROWTH MINDSET, LEADING TO INCREASED RESILIENCE, MOTIVATION, AND INNOVATION.



FAILURES



MISTAKES



EFFORT



CHALLENGES



FEEDBACK

With a fixed mindset, we tend to see failures and mistakes as a reflection of our abilities and we may give up or avoid future challenges.

With a growth mindset, we see failures and mistakes as opportunities to learn and improve, leading to increased resilience and perseverance.

We should accept our and others' failures and mistakes as unavoidable contributors, and even beneficial, to our learning.

- How are we responding to failures?
- What can we do to cultivate a growth mindset when it comes to my failures and those of the team?

- Encourage your team to reframe them as opportunities to learn and improve.
- Take the time to debrief and discuss what can be learned from the experience when challenges are not met.

- How are we responding to our own and others' mistakes?
- What can we say and do differently to change how we respond to mistakes?

- Create a safe space for your team to make mistakes and learn from them.
- Encourage the team to see mistakes as opportunities for growth and development.

With a fixed mindset, we may avoid challenges that require significant effort because we believe that talent alone is enough to succeed. When we employ a growth mindset, we understand that effort is essential for success, which allows us to embrace challenges that require hard work.

- What often feels like an effort in our team?
- How can we respond to that in a new way that values effort as part of continuous improvement?

- Celebrate hard work and dedication, not just talent or natural abilities.
- Encourage your team to embrace challenges that require effort and praise their dedication to the task at hand.

When we look at challenges with a fixed mindset we may shy away from challenges because we fear failure and exposing our weaknesses when a growth mindset allows us to embrace challenges as opportunities to learn and improve.

- Which challenges do we shy away from, and what small steps can we take as a team to embrace challenges in a new way?

- Provide support and guidance to your team as they tackle difficult tasks.
- Encourage them to see challenges as opportunities to learn and improve, and celebrate their progress and growth along the way.

When we receive feedback with a fixed mindset, we might discount negative feedback because we see it as a reflection of our abilities, while a growth mindset allows us to see it as an opportunity to learn and improve. Even positive feedback can subtly strengthen the fixed mindset as it reinforces the idea of a "perfect" answer or solution.

- How am I receiving feedback?
- How am I giving feedback?
- How can I celebrate successes and learnings?

- Encourage your team to embrace all feedback as opportunities to learn and grow.
- Prepare and offer feedback with a growth mindset.
- Encourage them to focus on growth and development rather than focusing on the "perfect" answer or solution.