

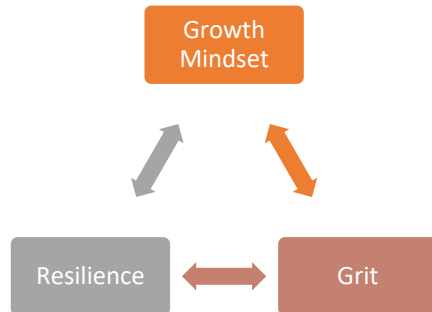


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Growth Mindset Quick Guide



Watch Carol Dweck's TED Talk about growth mindset



Growth mindset is linked with two other important topics - Grit and Resilience. Building our abilities in any one of these three areas helps us build our abilities in the other two. They create a triangle of strength for our brains when it comes to learning and goal achievement.

Self Assessment for Growth Mindset

Read the definitions of growth and fixed mindsets and then spend a few minutes answering the questions that follow.

“A growth mindset is the belief that personal characteristics, such as intellectual abilities, can be developed, and a fixed mindset is the belief that these characteristics are fixed and unchangeable.”

Reflection Questions

1. In the last 7 days, describe a few times when you have displayed a fixed mindset.
2. In the last 7 days, describe a few times when you have displayed a growth mindset.
3. Which mindset served you better? Why do you think that is?
4. When would you like to adopt a growth mindset more often?



People who consistently develop and maintain a growth mindset share the following characteristics:

- They break large projects into smaller parts.
- They embrace “not yet” thinking when thinking about goal achievement.
- They embrace challenge and persist in the face of setbacks.
- They manage how they respond to adverse situations.
- They embrace change and see change as a regular part of life.
- They make decisions intentionally. They avoid “not deciding” as a decision-making tool.
- They see effort as the path to mastery.
- They analyze and learn from process and effort.
- They learn from criticism.
- They build social connections for support.
- They find lessons and inspiration in the success of others.

Growth Mindset at Work

Growth mindset is generally thought about as a “self-focused” rather than an other-focused mindset. That said, developing growth mindset within a team in a work setting has immense positive value. Here are a few common ways that teams can incorporate activities that lead to growth mindset for team members. This list is adapted from the [5+ Ways to Develop a Growth Mindset Using Grit & Resilience](#))

1. Do and USE project pre- and post-mortems.
2. Adopt Brene Brown's "What Does Done Look Like?" as a tool to build better shared understanding up front of the outcome expected.
3. Allow for time for questions whenever possible. Let people think about something, employ alternative ideas and solutions when that will still meet the goal.
4. Do hard things together. Recognize why they are hard and what you learned from this. This is why teams do things like Escape Rooms and Ropes Courses together. They are meant to challenge our abilities and learn from one another.
5. Treat mistakes as opportunities for learning when they are not recurrent.
6. Handle performance issues immediately through honest, open, prompt feedback and conversation about development and improvement.
7. Help break big problems down into smaller pieces.
8. Provide timely, complete feedback. Use technology (video or audio) to make this easier for both parties if needed.
9. Create goals that are just out of reach.
10. Explain why in decision making whenever possible.