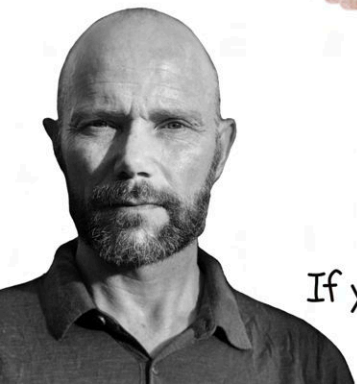# The Growth Mindset for Your Team!

I hope you will enjoy this mini-book with insights, exercises and advice on how your team can embrace the growth mindset approach!

www.stefanlindegaard.com

If you would like more inspiration, I am happy to send you links to three compilations with 50+ short posts and 70+images. Just like this post and DM me!

What is a mindset?

Research suggests that:
"a mindset is defined as a mental frame or lens that selectively organizes and encodes information, thereby orienting an individual toward a unique way of understanding an experience and guiding one toward corresponding actions and responses"

Adapted from Dweck by Salovey and Achor

Our mindset is the sum of our thoughts and beliefs and this not only determines how we make sense of ourself, our immediate environment, and the world, but also shapes our behaviors in this context

"The essence of the growth mindset in a team and organizational context is to instill a mindset that is wired towards always trying to get better rather than believing – and proving – that you are the best."
Stefan Lindegaard

Two different mindsets: Fixed vs Growth

What are the consequences of having a fixecd versus a growth mindset? Let's be inspired by Carol Dweck

The Fixed mindset

- Effort ...it's fruitless or worse
- Challenges ....avoiding them
- Criticism ...ignore negative, but useful feedback
- Success of others ...feel threatened when others succeed
- Obstacles ....give up easily

Intelligence is static which leads to a desire to look smart and thus behaviors as above

The Growth mindset

- Effort ...a path to mastery
- Obstacles ....persist in the face of setbacks
- Success of others ...means lessons and inspiration
- Criticism ...learn from it
- Challenges ....embracing them

Intelligence can be developed which leads to a desire to learn and thus behaviors as above

What is a mindset?

Your mindset is the sum of your thoughts and beliefs that determine how you make sense of yourself, your immediate environment, and the world.

Research suggests that:

"a mindset is defined as a mental frame or lens that selectively organizes and encodes information, thereby orienting an individual toward a unique way of understanding an experience and guiding one toward corresponding actions and responses" (Adapted from Dweck by Salovey and Achor)

Our mindset is the sum of our thoughts and beliefs and this not only determines how we make sense of ourself, our immediate environment, and the world, but also shapes our behaviors in this context.

What is a fixed mindset?

The main belief is that intelligence and talent are limited, so there is no use in working to develop or learn. This leads to a desire to "look" smart and thus behaviors like this:

Effort - it's fruitless or worse
Obstacles - give up easily
Success of others - feel threatened when others succeed
Challenges - avoiding them
Criticism - ignore negative feedback even when useful

What is a growth mindset?

The main belief is that skills can be improved with persistent efforts. As such intelligence can be developed which leads to a desire to learn and thus behaviors such as:

Effort - a path to mastery
Obstacles - persist in the face of setbacks
Success of others - means lessons and inspiration
Challenges - embracing them
Criticism - learn from it

Credit: Carol Dweck

Do you have a fixed or growth mindset?

A simple exercise. Grade yourself on a scale from 1 (low) to 6 (high). Be honest, that helps you the most!

Challenges:

Consider the last five serious challenges at work. To which degree did you embrace them rather than avoid them? ☐

Feedback, criticism:

Think of what you have encountered at work the last year. To which degree did you take this in and learn from this? ☐

Obstacles:

Consider hard obstacles that you have met in the last year. To which degree did you fight through this rather than giving up? ☐

Success:

Consider recent successes by your colleagues. To which degree did you feel inspired / having learned rather than threatened by this? ☐

Mistakes:

Look back at your recent mistakes at work (everyone makes them). To which degree did you learn something valuable from them? ☐

The fixed mindset

Obstacles
...give up easily

Effort
...it's fruitless or worse

Challenges
...avoiding them

Success of others
...feel threatened when others succeed

Criticism
...ignore negative, but useful feedback

Intelligence is static which leads to a desire to look smart and thus behaviors as above

The growth mindset

Effort
...a path to mastery

Obstacles
...persist in the face of setbacks

Challenges
...embracing them

Success of others
...means lessons and inspiration

Criticism
...learn from it

Intelligence can be developed which leads to a desire to learn and thus behaviors as above

Fixed		Your score!		Growth
6	12	18	24	30

We all have a hybrid mindset based on situations! Know where you stand and when, then grow!

What makes a team great?

My five key elements based on my work with the growth mindset, psychological safety and learning organizations

A collective growth mindset

The team members are curious learn-it-all rather than a bunch of know-it-all types

Psychological safety

The team can have hard conversations and manage feedback in constructive ways and they take risks as they feel confident and secure

Clarity of purpose and meaning (for team and individuals)

The purpose and objectives of the team are clear and well aligned with the "what's in it for me?" question on the individual level

Transparency, trust and dependability

There is risk involved when you decide to open up and trust and depend on others, but the rewards are far greater
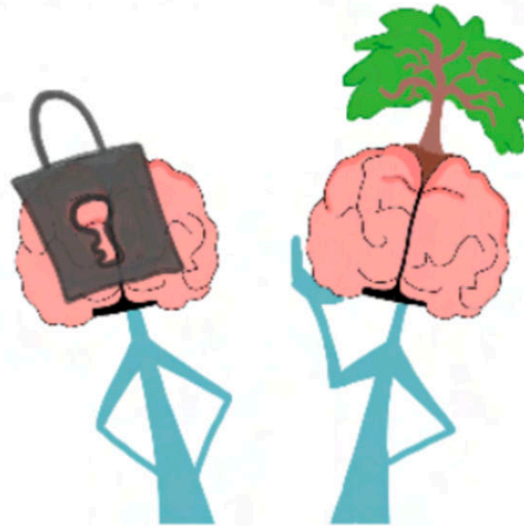
Get stuff done

Nothing matters if the team does not get stuff done. Have the other elements and infrastructure, mandate in place for this

What makes a team great?

I know this is a big question so try to imagine this. You are a team-player, right? But are you on a team with a high level of collective growth mindset and psychological safety? You probably are but there's plenty of room for improvement. That's my experience when I interact with teams around the world.

So have you and your team members thought of ways to get even better as an individual and even stronger as a team in this context?

There are surprisingly few teams that actually address ways to grow their collective growth mindset and enhance the psychological safety even though this fairly easily can help strengthen their team dynamics and capabilities.

I mention the collective growth mindset and psychological safety as I see these two as part of five key elements that makes a team great.

Here's the five elements:

1 - A collective growth mindset. The team members are curious learn-it-all rather than a bunch of know-it-all types.

2 - Psychological safety. The team can have hard conversations and manage feedback in constructive ways and they take risks as they feel confident and secure.

3 - Clarity of purpose and meaning (for team and individuals). The purpose and objectives of the team are clear and well aligned with the "what's in it for me?" question on the individual level.
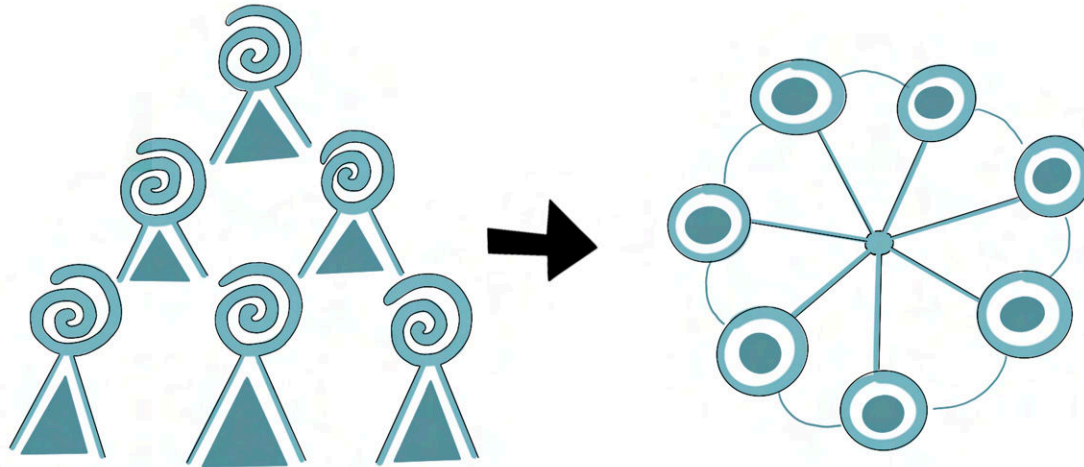
4 - Transparency, trust and dependability. There can be risks involved when you decide to open up and trust and depend on others, but the rewards are far greater.

5 - Get stuff done. Nothing matters if the team does not get stuff done. The above elements combined with needed internal infrastructure, support and mandate help a team get stuff done in the best possible ways.
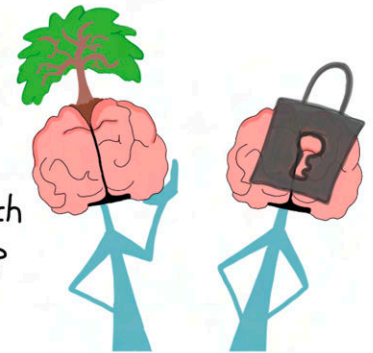
# Your team, their growth mindset

It starts with three questions

1) Why do we think it makes sense for us to embrace the growth mindset approach for our specific challenges or opportunities?

2) Does our team's current knowledge and experience of the growth mindset approach put us in a position to benefit right now or is this more of a learn/experiment case?

3) What outcomes (immediate results vs learning) do we seek with this?
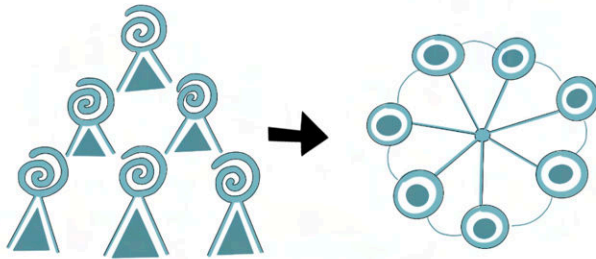
Your team, their growth mindset

How does your team embrace the growth mindset? How do you deal with these three challenges?

The personal challenge
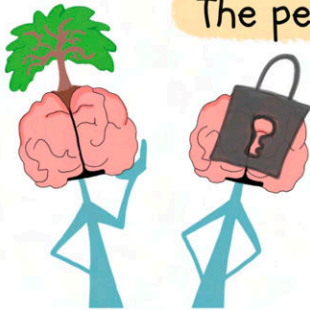
Most people assume they have a growth mindset. They don't need to improve – but they think others do. Thus, it becomes more of a challenge to get other people to change and improve rather than looking inwards. We need both parts.

The context challenge

Even though, we have a good application for the team, we need to look beyond this and find reasons and ways to implement and scale in an organizational as well as ecosystem context to deliver real and long-term value.

The application challenge

We need to apply in the context of a problem or opportunity for the team. This could evolve around bringing a team together, leadership/people development, organizational changes/behaviors or a specific business project.

The Collective Growth Mindset

A team-based approach for embracing and implementing the growth mindset within your organization!

1 – Mindset

Know the mindset of yourself and your team members
Map the mindset of key stakeholders
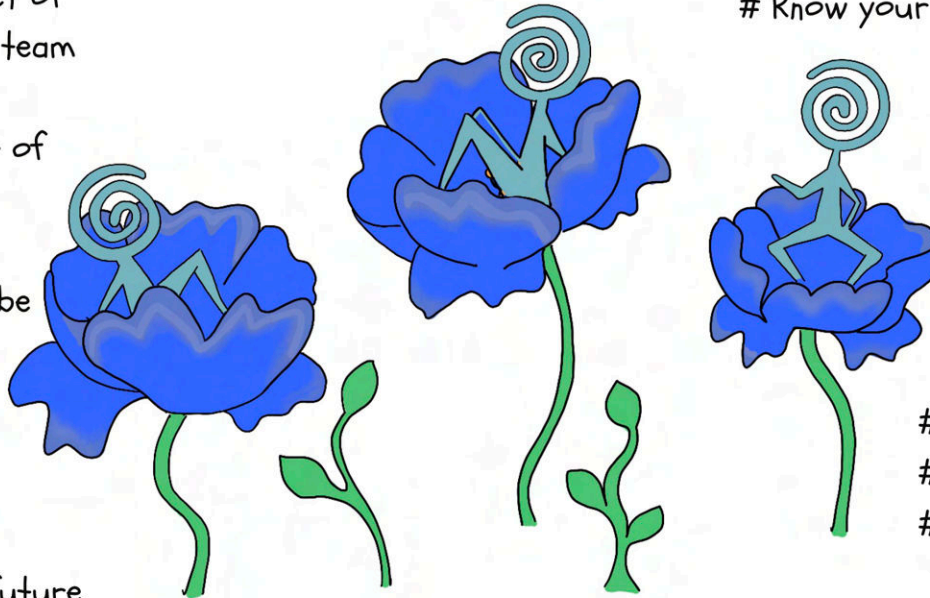# Behaviors and actions (if any) to be taken on this

2 – Shape/Pulse

What's in it for me?
Know your T-shapes
Understand your level of psychological safety
Do you play to win or not to lose?

3 – Communicate

Have hard conversations
Give better feedback
Create a common language
Work your stakeholders

5 – Network

Network for the future, not the past
The mindset of your network
Learn to build better networks and relationships

4 – Learn

Know how you learn the best as individuals and as a team
Apply shared, peer learning for better access to "tacit" knowledge

The Collective Growth Mindset - a framework for teams to embrace the growth mindset approach

The mindset of and around your team

Assess the mindset of yourself and team members
Map the mindset of key stakeholders and/or a specific leadership team
Group reflection on behaviors and actions (if any) to be taken on this

The shape and pulse of your team

What's in it for me? - an important question
Know the T-shapes
Understand your level of psychological safety and ability to have hard conversations
Do you play to win or not to lose?
Know your barriers, obstacles and attack the root causes in the context of getting stuff done

The communication of and around your team

# Know how to have the hard conversations
Build mechanisms to ensure better feedback
Create a common language and understanding
Work your stakeholders with consistent messages

The learning ways for your team

Know how you learn the best as individuals and as a team
Apply shared, peer learning for better access to "tacit" knowledge
Take the first steps for a PLC, a personal learning cloud

The network and networking capabilities of your team

Network for the future, not the past and present
The mindset of your network
Learn to build better networks and relationships
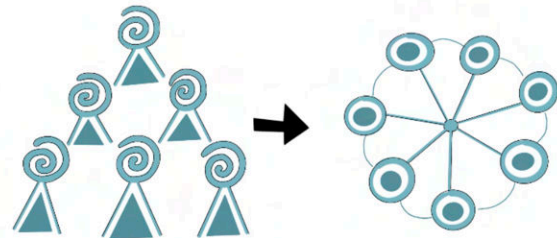
How strong is your psychological safety?

Some questions to gauge the psychological safety within your team/organization and to fuel reflections and actions

Intimidating bosses

How often do you see colleagues being afraid of speaking their minds in meetings and interactions with their bosses?

Playing to win or not to lose

Which mindset is the most prevalent in your organization?

Speak your mind freely, constructive feedback

At meetings, can you and your colleagues speak your minds freely? If the others don't like your input, do you get constructive feedback and if they like it, do they tell you so?

Sharing information, safe place for help

Does your organization have structures, processes in place for sharing information and to create a safe place for you and your colleagues to ask for help and get feedback?

Know it all or learn it all

Are your leaders, superiors more like "I know it all" or "I listen and want to learn more" types of people?

Fear

To which extent is fear seen as a leadership approach/tactic in your organization?

Dealing with failure

How do your leaders and thus your organization deal with failure? We don't talk about outright incompetence here, but rather honest mistakes

Do you have psychological safety in your organization?

According to Dr. Amy Edmondson, psychological safety is a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.

Her research shows that psychological safety brings along quality improvements while enhancing learning behavior and productivity.

Furthermore, Google states that teams with high rates of psychological safety were better than other teams at implementing diverse ideas and driving high performance. These employees were also more likely to stay with the company.

The latter is backed up by Gallup. Their data reveals that while just three in 10 U.S. workers strongly agree that at work, their opinions seem to count, there is a huge upside in doubling that ratio to six in 10 employees.

They learned it could realize a 27% reduction in turnover, a 40% reduction in safety incidents and a 12% increase in productivity.

The data is there so, the question is: How strong is the psychological safety in your team and organization?

Here are some questions you can use to gauge this and spur reflections and actions.

How often do you see colleagues being afraid of speaking their minds in meetings and interactions with their bosses?

To which extent do you believe that your colleagues keep their thoughts to themselves and do not speak up in meetings and other interactions even though their input would most likely add value?

Playing to win versus playing not to lose. Which mindset is the most prevalent in your organization?

At meetings, can you and your colleagues speak your minds freely? If the others don't like your input, do you get constructive feedback and if they like it, do they tell you so?

Would you and your colleagues point out flaws, mistakes in a presentation given by a superior or will you stay quiet because you fear the reaction?

Would you and your colleagues point out flaws, mistakes in a presentation given by a superior or will you stay quiet because you fear the reaction?

To which extent is fear seen as a leadership approach/tactic in your organization?

How do your leaders and thus your organization deal with failure? We don't talk about outright incompetence here, but rather honest mistakes and things that did just not work out despite proper intentions and efforts.

Are your leaders, superiors more like "I know it all" or "I listen and want to learn more" types of people?

Does your organization have structures, processes in place for sharing information and to create a safe place for you and your colleagues to ask for help and get feedback?
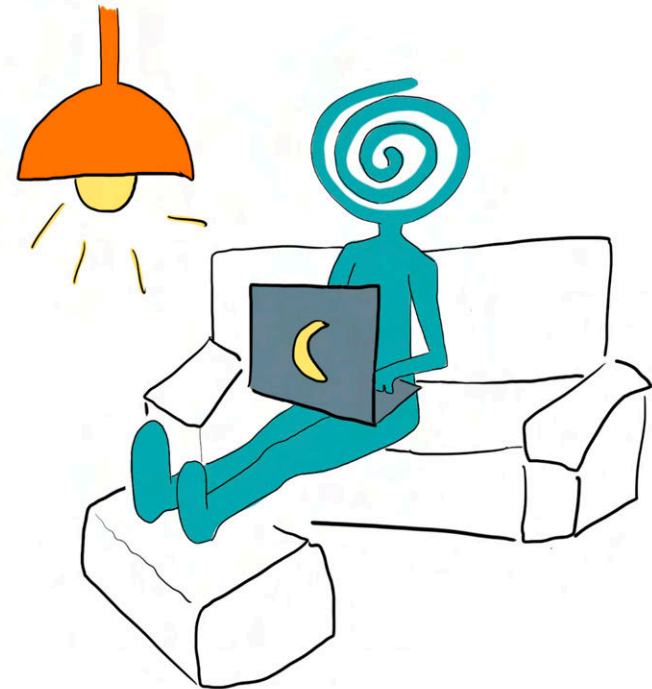
Have the hard conversations!

Do you and your leadership team have hard conversations in the context of your ability to shape the future?

A look in the mirror!

Do I have what it takes (mindset, toolbox, network) to lead our organization in the context of shaping the future?

What are my undiscussables?

How do I get and stay sharp on this?

Teams struggle with undiscussables when they…

… **THINK** but dare not say	… **FEEL** but can't name
… **SAY** but don't mean	… **DO** but don't realize

1. DO TEAM MEMBERS THINK THINGS THEY DARE NOT SAY?
Do they agree publicly during meetings but disagree (and vent) privately?
Do they often use sarcasm, silence, or nonverbal gestures to signal disagreement?
Do they focus on managing up in meetings?

2. DO THEY SAY THEY SHARE CERTAIN VALUES BUT FAIL TO PRACTICE THEM?
Are team meetings too undemanding and unrealistically upbeat?
Do people cling to an image of cohesiveness, frowning on any criticism of the team as a sign of disloyalty?
Do they always seem to adopt similar perspectives on problems?

3. DO THEY HAVE NEGATIVE FEELINGS THEY CAN'T NAME?
Do meetings feel antagonistic (tempers fray; disagreements become personal)?
Are people reluctant to comment on issues outside their direct responsibilities?
Do team members organize themselves into rigid factions?

4. ARE THEY UNWITTINGLY ENGAGING IN UNPRODUCTIVE BEHAVIORS?
Does the team have trouble identifying root causes for its ineffectiveness?
Does it spin its wheels on minor issues?
Do important items often get postponed or fall between the cracks?

It's Time to Tackle Your Team's Undiscussables, Ginka Toegel and Jean-Louis Barsoux, MIT Sloan 2019

Have the hard conversations or fail!

Leaders will not only fail themselves but also their colleagues, customers and partners if they don't address the hard conversations and undiscussables.

Too often, I see the lack of hard conversations among an executive team create organizational barriers towards shaping the future aka corporate innovation.

As I work with this, I am happy to share a similar take by Ginka Toegel and Jean-Louis Barsoux who focus on the undiscussables in a MIT Sloan article: It's Time to Tackle Your Team's Undiscussables

They argue that…"undiscussables exist because they help people avoid short-term conflicts, threats, and embarrassment. But they also short-circuit the inquiries and challenges essential to both improving performance and promoting team learning."

They have identified four key undiscussables which I share here. You should also read their full article on MIT Sloan.

1. You THINK but dare not say. Undiscussables are most commonly associated with risky questions, suggestions, and criticisms that are self-censored. You may joke about them or discuss them confidentially but never openly.

Beginning the fix: How can leaders minimize those power differences and make it safe to speak up? By explicitly acknowledging they may unwittingly have created a climate of fear or uncertainty, inviting discussion about sensitive issues, promising immunity to those who share dissenting views, and lightening the weight of their authority in the room.

2. You SAY but don't mean. Alongside unspoken truths, there are spoken untruths. These undiscussables reflect discrepancies between what the team says it believes or finds important and how it behaves (what academics have described as gaps between espoused theory and theory-in-use).

Beginning the fix: Team leaders must first expose the hypocrisy of saying but not meaning and acknowledge their part in the charade, collecting anonymous examples of empty proclamations and challenging the overprotective mindset that inhibits the airing of criticism.

Credit: Ginka Toegel and Jean-Louis Barsoux

They can initiate the process by asking the team to complete this sentence: "We say we want to…, but in fact, we…."

3. You FEEL but can't name. Some undiscussables are rooted in negative feelings — such as annoyance, mistrust, and frustration — that are difficult for team members to label or express constructively. But manifesting one's anger or resentment is not the same thing as discussing it.

Beginning the fix: The feuding parties need help to investigate the differences — in personality, experience, and identity — that sustain and fuel their apparent incompatibilities, their so-called lack of chemistry. The team leader's role is to ensure that individuals feel equally welcome and accepted within the team and promote diversity as a source of insight, not friction. One strategy is to ask team members to complete the sentence "I feel …" to literally put a name to the feeling to surface whatever is bothering them.

4. You DO but don't realize. The deepest undiscussables are collectively held unconscious behaviors. These undiscussables are the most difficult to uncover. Members of the team may be aware of isolated problems in their dynamic, but they cannot connect the dots and infer root causes, so they jump to the wrong conclusions about what is behind team inefficiencies and poor performance.

Beginning the fix: Though unnoticed by the team, warped interaction patterns may be readily discernible to outsiders. The team leader can invite a trusted adviser from another part of the organization or an external facilitator to observe the team and give feedback on communication habits, including body language, who talks and how often, whom people look at when they talk, who interrupts whom, who or what is blamed when things go wrong, what is not spoken about, who stays silent, and whose comments are ignored.

Credit: Ginka Toegel and Jean-Louis Barsoux

Help others excel, give better feedback

## THE RIGHT WAY TO HELP COLLEAGUES EXCEL

If you want to get into the excellence business, here are some examples of language to try.

INSTEAD OF	TRY
Can I give you some feedback?	Here's my reaction.
Good job!	Here are three things that really worked for me. What was going through your mind when you did them?
Here's what you should do.	Here's what I would do.
Here's where you need to improve.	Here's what worked best for me, and here's why.
That didn't really work.	When you did x, I felt y or I didn't get that.
You need to improve your communication skills.	Here's exactly where you started to lose me.
You need to be more responsive.	When I don't hear from you, I worry that we're not on the same page.
You lack strategic thinking.	I'm struggling to understand your plan.
You should do x [in response to a request for advice].	What do you feel you're struggling with, and what have you done in the past that's worked in a similar situation?

Source: The Feedback Fallacy, HBR by Marcus Buckingham and Ashley Goodall

A high level of psychological safety and a growth mindset brings the team and the "I" together

WiiFM
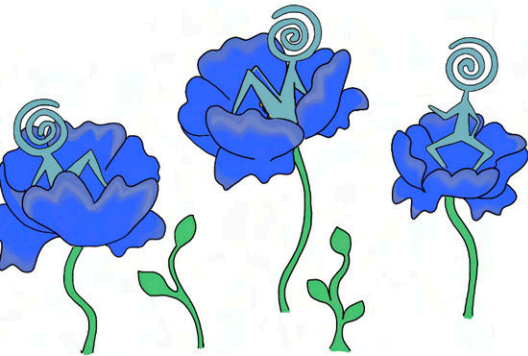
The "what's in it for me?" question!

Anyone with career and leadership ambitions have one – maybe two – personal drivers that contain the essence of the answer to this question. It could be a specific position, work/life balance or just to ride it out for retirement

A team with a high level of psychological safety and a growth mindset reveal their answers and help each other reach these personal goals

It's team first, but "I" comes right after. That's a powerful combination to take your team to an even higher level and make it even stronger

It's the "I" in team!

The "I" in Team!

I am a big fan of finding the answers to the simple question of "what's in it for me?" in the context of what really matters to people at work and for their careers.

I believe that any person with career and leadership ambitions has one - maybe two - personal drivers that contain the essence of the answer to the above question.

When you get close to someone and they open up and tell you their answer to the "what's in it for me?" question, this is most often about reaching the CxO-level, becoming a highly respected specialist or to head a specific business unit or function such as innovation or HR.

Sometimes the answer also floats around the desire to have a good work/life balance and for a few who have worked for many years, it could also be that they just want to ride it out to retirement.

Honestly, when I interact with the latter group, I immediately know that it will be tough to succeed with change and growth initiatives.

Win over stakeholders, build stronger teams

Identifying and understanding the answer to the "what's in it for me?" question is key when you're trying to win over stakeholders to your initiative, project or cause. It's also a key element for building even stronger teams.

Here's a fairly provocative statement. No one is loyal to a company or an organization!

Let's use a simple scenario to test this.

You can get a similar job to what you have today. It's the same kind of purpose, environment and with a similar team. However, you get triple the pay. No strings attached. Just much better pay. Will you take the new job?

99% will consider it. 95% will make the move. That's my guesstimate.

If we look at the reasons why some people stay put, I see this happens when there is a special purpose within the organization and when there are strong relationships and bonds at the team level.

The point is that we, as individuals, are not loyal to a company or an organization, but we are in some cases and to a certain point to our team members. We need to take this more into account when to comes to team and organizational dynamics.

Psychological safety is key

Imagine that this is your team. You have team members who are highly attractive to others, but they stay put as your team has a sense of purpose that everyone buys into and because you have developed a high level of psychological safety within the team. In short, you have created a special environment.

This psychological safety among other things allows you to open up and share the answers to the "what's in it for me?" question. Now, you know some personal, yet work related, things about your team members and you can help each other.

Everyone also accepts that you have different and personal goals for the future and that some if not all see the team as a springboard for something else. Yet, you are still convinced that everyone will do the best for the team even though it might just be for a limited time.

The bonus of opening up like this is that you make space for the "I" in the team. You serve the team in full, but the team members also help each other reach their personal goals.

It's team first, but "I" comes right after. That's a powerful combination to take your team to an even higher level and make it even stronger.

For this to happen, you need to build a high level of psychological safety and then embrace the growth mindset approach in ways that benefit everyone in the team.

This should be lead by the team leader, but it can only happen with the buy-in and support of the full team.

That's what I mean by having an "I" in Team.

First who, then what

– get the right people on the bus. Great vision without great people is irrelevant

"Those who build great organizations make sure they have the right people on the bus and the right people in the key seats before they figure out where to drive the bus. They always think first about who and then about what."
– Jim Collins, author of Good to Great

First who, then what because it's first and foremost about people!

That's the common denominator for business, leadership, how to shape the future aka corporate innovation and strategic HR.

As I am doing some research on new perspectives for strategic HR in particular, I re-visited the Jim Collins classic, From Good to Great. Although not everything preached in the book turned out well, there is still a throve of goodies including the First Who, Then What - get the right people on the bus concept.

Here is a short text taken from the Jim Collins website.

"First Who, Then What—get the right people on the bus—is a concept developed in the book Good to Great.

Those who build great organizations make sure they have the right people on the bus and the right people in the key seats before they figure out where to drive the bus.

They always think first about who and then about what. When facing chaos and uncertainty, and you cannot possibly predict what's coming around the corner, your best "strategy" is to have a busload of people who can adapt to and perform brilliantly no matter what comes next.

Great vision without great people is irrelevant."

Microsoft and the growth mindset

"Don't be a know-it-all.
Be a learn-it-all."

Satya Nadella, CEO, Microsoft

A great qoute from Satya Nadella that shows how
Microsoft embraces the growth mindset approach.
Simple and clear communication is important for
instilling lasting changes

Microsoft and the growth mindset

How did Microsoft turn the ship around to become one of the cool companies of the world again?

A key for their success is a growth mindset approach.

Here's a short recap of how Microsoft embraced the growth mindset approach through their partnership with NeuroLeadership Institute.

The big why

A leadership determination that the growth mindset should become the foundation of Microsoft's desired-toward culture.

Leadership principles

Develop Microsoft leadership principles with the intent of engaging everyone in the company – from senior executives to new hires – in building growth mindset habits, processes, and environment into everyday culture experience at Microsoft.

A range of approaches:

Engaging senior leaders to talk about and role model growth mindset

Employee-awareness campaigns to drive growth mindset adoption,

and ongoing measurement of how the employees experience growth mindset in the company

Examples:

Interactive online modules with rich storytelling and multimedia created for employees to learn about growth mindset

Conversation guides built for managers to enable meaningful exchanges about what growth mindset behaviors look like in team settings

Leaders engage in storytelling to give examples for growth mindset behaviors

Credit: NeuroLeadership Institute

Four myths on the growth mindset

A growth mindset is a secret weapon future winners need to apply in order to shape the future. Are you ready?

1 – Growth mindset equals business growth, profits

In reality, growth mindset is the continuous belief that improvement is possible and that failures are opportunities to learn (Neuro Leadership Institute)

2 – You either have a growth or a fixed mindset

No, we have a hybrid mindset with growth and fixed traits. Whether one is stronger than the other is often situational. Know yourself and be careful how you box, label others
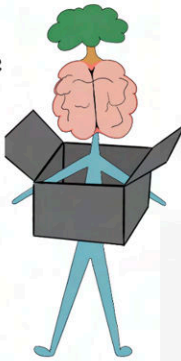
3 – Organizations, rather than people, can have a growth mindset

No, but it overlaps. A mindset is a personal thing while the essence of the growth mindset in an organizational context is to instill a mindset that is wired towards always trying to get better rather than believing – and proving – that you are the best

4 – You have to be positive all the time

Developing a growth mindset is more about self-awareness and development than being in a positive growth mode all the time. We all have our ups and downs

The Learning Organization Pyramid

A framework to build a learning organization to win now and in the future


Personal value

This is for you as an individual, as a team-member and as a leader.

Here, a growth mindset approach is relevant for your work as well as your career management

Organizational value

The focus here is three-fold as in

1) how to build strong organizational capabilities for shaping the future

2) improve current operations and

3) impact for current and future customers
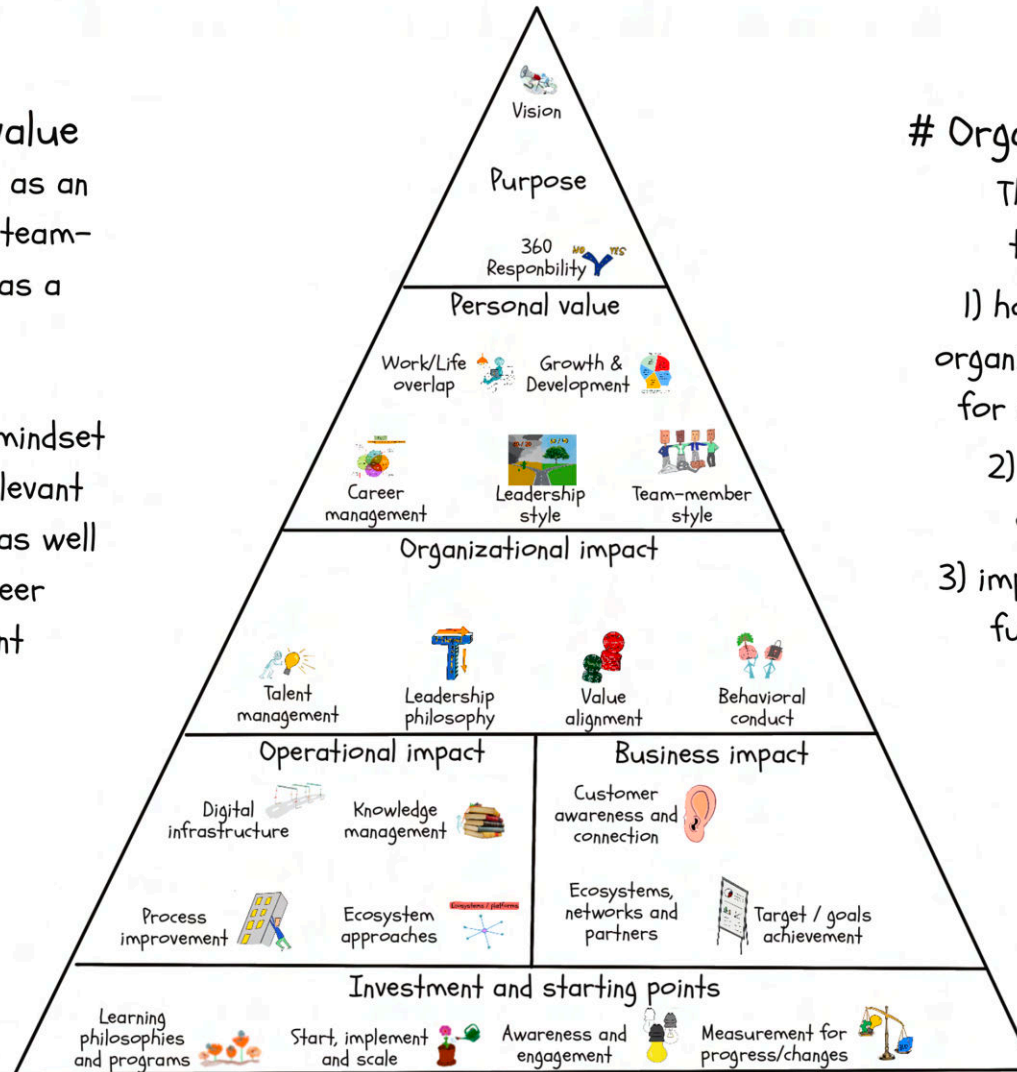
How do we build a strong learning organization?

We should not pursue the growth mindset approach just for the sake of the growth mindset. We need a bigger purpose and here I often see that a learning organization could be a worthwhile goal for many companies.

There are of course many elements for creating a learning organization, but in particular, we have to recognize the trickle-down effect.

If your leadership and management teams across the organization do not instill a growth mindset, promote psychological safety and get personally involved in and committed to developing a learning organization, the rest of the organization will not follow.

The result. You miss out on having the learning organization that is key to give you the organizational capabilities needed for innovation and shaping the future.

This evolves around new ways of thinking and working that brings along competitive advantages as well as competitively unpredictability.

The tricky part is that if you stay put, many organizations will still be good or even great at managing their day-to-day activities. This is good enough for many boards and leadership teams, but honestly, can any organization afford to miss out on being great at shaping the future? Maybe in the short term, but definitely not in the mid-to-the long run.

In short, we need to upgrade our leadership and management teams so that they can upgrade their organizations.

I see three key terms for this and they are growth mindset, psychological safety and learning organization.
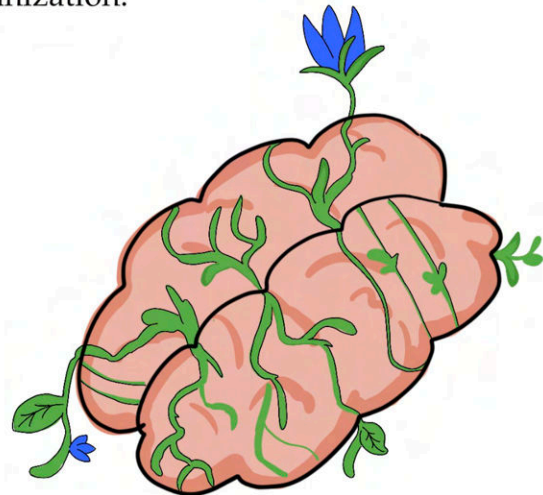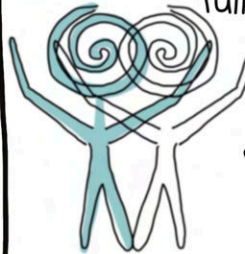
8 observations on the growth mindset

Some observations for the growth mindset approach. It's not always as obvious as it looks like.

Natural talent – not!

You're not a natural at anything. It's always work in progress

More than you

It starts with you (and other individuals), but the full effect comes with growth leadership and organizational-wide systems

Go for the ride

Results are great, but the journey itself is even better

Risk = learning

You take chances. You risk something. Because you learn from it

Always more

You don't mind sucking at something once in a while. It just shows that there are more things to learn

Yes, we can change

Yes, you can change a fixed mindset into a growth mindset. So help yourself as well as others

Behaviors matter

It's the behaviors related to the mindset that matter. Learn how to navigate them in your circles
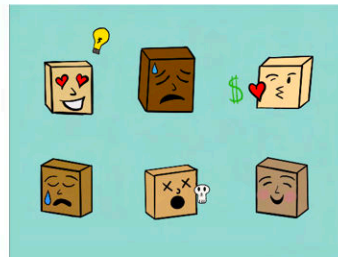
Be careful with labels

FIXED OWTH

We all have a mix of a fixed and a growth mindset. It can be situational so be careful to just label people as one or the other

The growth mindset in your organization

A seven-step roadmap to help your organization get started with the growth mindset approach

Step 1 – The starting questions
(identify fundamental questions, discuss this)

Step 2 – Assess your organization
(questionnaire, in-depth interviews)

Step 3 – Work the insights, find the applications
(leadership and talent management, yes, but what else?)
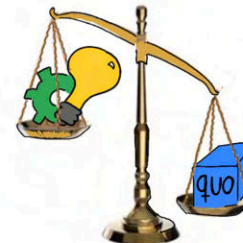
Step 4 – Implement, action
(applications direct this but who is in charge for making it stick?)

Step 5 – Capture the learning
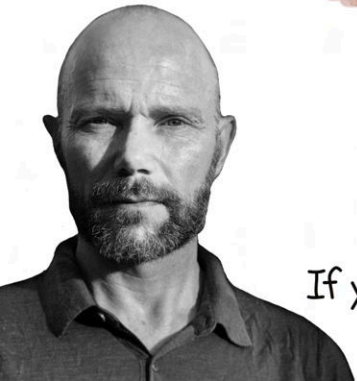(start from day 1, build a system)

Step 6 – Measure
(focus on behaviors rather than attitude and outcomes)

Step 7 – Make it a loop
(this never ends, keep going back and forth on the seven steps)

quo

The Growth Mindset for Shaping the Future

A Collaborative Learning Platform. Let's build stronger teams and even better leaders together!

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If you would like more inspiration, I am happy to send you links to three compilations with 50+ short posts and 70+images. Just like this post and DM me!