

Growth Mindset Practice Tool

A guide to help you foster a growth mindset in yourself and others.

A fixed mindset is a belief that our skills are fixed, that we are born a certain way. A growth mindset is a belief that we can grow and change, that we have potential to improve. Managers who help their teams cultivate a growth mindset focus their team on progress over time, experiment publicly and share their mistakes, and role model being an active learner. Small changes in how we interact with others can help foster a growth mindset in ourselves and others.

To create a growth mindset try the ideas below (where relevant for you):

DO LESS	DO MORE
✓ Set goals that are easily achievable	^ Set goals that require employees to stretch
✓ Ask what they have done	^ Ask what they have learned
✓ Highlight natural ability	^ Highlight development
✓ Focus solely on results	^ Focus on results, growth, and learning
✓ Maintain the status quo	^ Affirm improvement
✓ Rate their performance	^ Comment on progress

To practice generating a growth mindset in yourself and others, try the ideas below (where relevant for you):

INDIVIDUAL ACTIVITY

Think about ways you or someone you know thinks they are fixed. What would happen if you or that someone had a growth mindset? Practice a growth mindset with someone. *Write this down.*

TEAM ACTIVITY

Share ideas on growth mindset with your team. Share your own learning and growth, then ask a team member about theirs.