

TIPS FOR KICKSTARTING A GROWTH MINDSET

3 Kickstarts to Develop Your Growth Mindset

1. *Self-awareness is a fundamental skill for successful managers. Begin by assessing your own mindset—a few questions to ask:*

- Do you feel defensive when you make mistakes, or do you try to learn from them?
- Are you content to rely on your talent to move you ahead, or do you seek out new skills and knowledge?
- Do you feel threatened by high-performing employees, or do you reward their efforts and help them develop?

2. *Embrace self-directed, continuous learning for your own personal and professional growth.*

- Take responsibility for your own development by creating a plan that specifies what and how you want to learn.
- Commit to learning at least one new thing every day.
- Ask your boss about the full range of learning opportunities available to you.

3. *Share what you've learned with others.*

- Use informal conversations to share new knowledge with colleagues or team members.
- Include time in your team meetings to share new knowledge or insights; encourage others to perpetuate learning by making regular knowledge-sharing a habit.
- Look for ways to apply new knowledge and skills on the job and in your personal life.

3 Kickstarts to Develop a Growth Mindset in Those You Manage

1. *Model curiosity and commitment to learning.*

- Talk about your own learning activities and share new learning methods you've tried.
- Ask questions of your team members to demonstrate how to inject curiosity in the workday.
- Educate team members about learning opportunities available to them and encourage them to participate.

2. *Build learning into ongoing team activities.*

- Add an occasional "How do you think we could do X differently or better?" question to your team meetings to encourage brainstorming and innovation.
- Periodically skip the usual meeting agenda and instead use the time to discuss a new idea or do a hands-on group exploration of new technologies—especially tools that help team members collaborate or share information.
- If weather and circumstances permit, hold a team meeting outdoors or in a different location to stimulate new ideas and perceptions.

3. *Recognize and reward employees for trying new things, whatever the outcome.*

- Designate blocks of time for employees to try new things or work on their creative ideas.
- Visibly reward and recognize the efforts of team members who take intelligent risks, regardless of results produced.
- Celebrate failures in team meetings and demonstrate their value in providing new insights and positive lessons learned.