



# Develop Your Growth Mindset

## Look how far you've come!

We don't always stop to appreciate the journey that we have already been on and how much we have grown in our personal and professional lives as the years have gone by.

Think about what has happened in your life over the last 10 years or so, how have you developed both personally and professionally? What have you learned in that time? What were the main challenges that you had to overcome? How did you overcome them?

Take time to appreciate the progress you have made!

**Describe a time when you didn't feel like you were good at something (or were a complete beginner) but you then improved. How did you improve? What was the process that you went through?**

**Write about someone you know who has learned something new and improved over time. How did they go about doing that?**



# Let's take a closer look at your fixed mindset...

My fixed mindset tends to show up when...

When I am in the fixed mindset, I feel...

How do I behave when I am in the fixed mindset? What impact does this have?

## Capture the voice of your fixed mindset!

What thoughts do you have when you are in the fixed mindset? List them below:



What is the evidence for and against each of these thoughts?

**What new and encouraging growth mindset thoughts could you replace your fixed mindset thoughts with? (e.g. I embrace the opportunity to learn, I can overcome challenges, etc.)**

**Put your growth mindset affirmations in a place where you will see them often!**

**If you could adopt more of a growth mindset in your life, what would it make possible for you?**

**In what area of my life could I begin to challenge myself more? What would be a tiny step out of my comfort zone? What one action could I commit to doing that would be a small challenge for me?**

**How can I help the people in my life to develop by using a growth mindset approach?**



# 8 ways to nurture your growth mindset

**1**

Just add 'Yet' - This takes the edge off of not knowing or not being able to do or achieve something. It signifies possibility and keeps you open to the opportunity to learn. For example, 'I don't know how to do that yet' or 'I haven't achieved that level yet'. Listen to Carol Dweck talk about the power of yet in her 2014 TEDx talk '[The power of believing that you can improve](#)'.

**2**

When you are mulling over a difficult task, contemplating a new opportunity, or thinking of calling it quits, stop and ask yourself, 'Which mindset is calling the shots here? Is this my fixed mindset or growth mindset talking?'

**3**

Drop the limiting labels that you put on yourself and others (e.g. I'm such a bad cook, I'm so stupid, they are so lazy, etc.) and any other absolute terms that you use like 'always' and 'never'.

**4**

Actively seek out opportunities to learn and develop. Identify the gaps in your knowledge and then commit to finding out how to fill those gaps.

## 5

Look for growth mindset inspiration! As Carol Dweck does in her book, *Mindset*, search for biographies of people who have triumphed over adversity and achieved something against all odds! You could also talk to people in your field who you really respect and admire. What attitude did they adopt? What actions did they take? What can you learn from them?

## 6

Learn something for the pure enjoyment of it. You can do this by yourself (just pick something that really interests you) or find something your whole family or your partner/friend will enjoy and support each other through the learning journey.

## 7

Meet mistakes or challenges with curiosity and consider what you can learn from them. If something hasn't worked well ask, What can I/we do differently? What haven't I/we tried yet? How could I/we approach this differently? Who can help or what resources could I/we consult? What do I/we need to learn?

## 8

Invite feedback into your life! Go out and ask for constructive feedback on something specific that you would like to work on. The more you do this, the more you will get used to facing any critique on your work or performance! What could you really benefit from having feedback on? How can you go about obtaining the feedback you need?