

Module 4: Developing a Growth Mindset

Before diving into module 4, ask team members to share their experiences building trust and psychological safety with the team. How is the team practicing these behaviors and maintaining accountability?

Meeting Objectives

- ✓ Define the characteristics of fixed and growth mindsets.
- ✓ Identify strategies to develop a growth mindset individually and as a team.
- ✓ Integrate growth mindset practices into daily work.

Frame the Conversation

A growth mindset is the belief that abilities and intelligence can be developed through dedication and hard work. Embracing challenges, learning from criticism, and valuing effort are indicators of a growth mindset. This mindset fosters our ability to navigate change, challenge, and adversity. Our mindset is the foundation for resilience, agility, and grit.



PLAY MODULE 4 VIDEO

For the leader:

- ✓ Share an example of a time you had a fixed mindset at work.
- ✓ How did it cause you to behave?
- ✓ What did you learn?

Conversation Starters

Use the following questions to facilitate a conversation with your team.

- ✓ What are the consequences of believing your intelligence and abilities are fixed rather than under development?
- ✓ What behaviors would you see at work from someone with a fixed mindset?
- ✓ What behaviors would you see at work from someone with a growth mindset?
- ✓ What are some benefits of having a growth mindset at work?
- ✓ How does a growth mindset impact your ability to manage stress and build resilience?

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Team Activity

- ✓ Share an example of a time you've demonstrated a fixed mindset. How did it cause you to behave? What did you learn?
- ✓ Identify and share a challenge you are currently facing at work.
- ✓ How can you embrace a growth mindset to deal with the challenge?
- ✓ How do we support each other in practicing a growth mindset?

For example:

Encourage Openness:

Create a safe environment where everyone feels comfortable sharing their thoughts and experiences.

Celebrate Effort:

Recognize and celebrate efforts and improvements, not just successes.

Provide Constructive Feedback:

Offer feedback that focuses on growth and learning opportunities.

Action Plan

As a team, identify specific actions or practices (such as regular feedback sessions, celebrating efforts, and setting learning goals) to practice building a growth mindset.

- ✓ Set an individual and team goal in the workbook.
- ✓ How will you measure progress, individually and as a team?
- ✓ How will we hold ourselves accountable?

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Closing Reflection

Invite team members to reflect on the discussion and share any key takeaways or insights they gained.

By fostering a growth mindset, you can help your team become more resilient, innovative, and committed to continuous improvement. Remember, mindsets fall on a spectrum. Understanding what triggers you toward one end of the spectrum or the other allows you to take control of your mindset and consciously develop habits that turn adversity into opportunity and failure into learning.

Express appreciation and gratitude for the team and their willingness to have the conversation.

PREVIEW