



10 Tips and Tricks For a Growth Mindset Team

Are you developing a growth mindset team? Start with these ten tips and tricks to develop a growth mindset culture in your business.

- 1. Promote problem solving through failure.** A growth mindset team problem solves by analyzing failures. Help your team understand that taking reasonable risks and experiencing a few failures along the way is an essential part of the process that leads to increased creativity and innovation. Encourage your team to anticipate setbacks and determine how will you overcome them.
- 2. Encourage your growth mindset team to talk about how they overcome challenges and setbacks.** The culture you create within your business is reflected in everything you do and say. Encourage your team to understand the value and benefits of talking about their professional challenges and setbacks and sharing the tools and techniques they've used to overcome difficulties.
- 3. Encourage the process.** Avoid the fixed mindset trap of only focusing on successful outcomes. A purely results driven business risks losing the fertile learning ground that's contained within both successes and failures. Results matter but learning from **the process** that your team is constantly engaged in is just as important if you want to create an innovative, agile and resilient culture. Ask your team, what did you learn from the process?
- 4. Ask your team ...where is the challenge?** Invite people out of their comfort zones by asking them to constantly choose and immerse themselves in new challenge. A fixed mindset approach encourages us to stick with that which we're confident we can achieve, and a fear of failure prevents us from breaking free from this limiting approach. In contrast, a growth mindset enables us to take on new challenges wholeheartedly, taking failures in our stride as we relish the new opportunities that a challenge can bring.

5. Encourage a culture of development rather than genius. Carol Dweck's research has shown that organizations that worship a culture of genius rather than development can become places where the majority of employees feel undervalued, disengaged and unsupported. When you encourage a development culture research shows your team is more likely to feel committed, engaged, supported and more able to take on innovative and challenging tasks.

6. Make sure you don't just talk the growth mindset. At PCG we sometimes hear people in organizations complaining that although leaders talk about growth mindset they do little to embody it. Let your people know that you're serious about developing as a growth mindset team by talking and walking a growth mindset. Lead by example and talk your team through how you've overcome setbacks, dealt with failures and challenged yourself to develop skills and abilities.

7. Encourage reasonable risk. In fixed mindset organizations innovation can be stifled because people resist taking risks for fear of being blamed when things go wrong. Encourage your team to take on acceptable risk in order to support them in developing new strengths and skills.

8. Emphasize that errors are the route to mastery. A growth mindset team understands the need to embrace failure as part of the route to success. When a team member talks about their failures and tells you, "I can't do this" encourage them to add "yet." Encourage your team to embrace failure and learn from it by explaining that real mastery is impossible without encountering and surmounting failures.

9. Growth mindset teams ask...who are you collaborating with, who are you mentoring? In growth mindset teams people share information across teams and networks and support each other to achieve the organization's goals. Mentoring and collaboration can spark innovation, improve performance and increase organizational resilience when the going gets tough. Regularly ask your team to share who they are mentoring or collaborating with and how this has benefited them, the team and the organization.

10. Look for your fixed mindset triggers and encourage others to do the same. The first step to develop a growth mindset team is to recognize what triggers our fixed mindset responses. Learn to listen out for your own fixed mindset triggers and encourage others to do the same by monitoring your inner dialogue and emotional responses

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