

- How to shift to a - PATH OF LEARNING & GROWTH

FIXED

vs

GROWTH



Fixed mindset is limiting



Growth mindset is freedom

Talents, abilities & intelligence is fixed,
it's who we are

Talents, abilities & intelligence can be
developed through effort & practice

Run from error, do not engage with it
with a desire to look smart

Engage deeply & process the error
with a desire to correct the error

Avoid challenges

Embrace challenges

Give up easily

Persevere in the face of
failures & setbacks

Feel threatened by the
success of others

Find inspiration in others success

Ignore negative feedback even though
it may be highly
relevant & useful

Accept criticism as a way to learn

Avoid new experiences with
fear of failure

Embrace novelty with a desire
to master new skills

Look for people who can reinforce
their self esteem

Look for people who challenge
them to grow

Focus on the outcome since they
consider results as their identity

Focus on the process & learning
without worrying about the outcome

Can lead to cheating & deception

Leads to collaboration & innovation

5

Effective strategies to shift fixed mindset to a growth mindset



1

Choose to tell yourself a different story

The first step to enable a growth mindset is to shift the language you use.

Instead of telling yourself,

- I am not good at it
- I can't do it
- I do not have the ability to learn
- It's better to stick to what I know
- I give up because it's beyond me
- I have fixed potential
- This is frustrating
- I am who I am
- This is hard

Choose to say,

- I can do better
- I can do it
- I want to try and not give up
- I want to explore new ideas
- I believe in myself
- It's possible only if I try
- It's ok to fail
- I can learn from my mistakes
- I just don't know yet

2

Choose OKRs for continuous improvement



If you try to climb a mountain without building physical strength, solve trigonometry without learning algebra and geometry, there's no way you can succeed.

OKRs represent the best of both worlds, pairing inspiring ambitions with concrete actions. Big, high-level goals may motivate and give purpose, but it's your short-term actions that ultimately drive results. You need both to be effective

By investing in OKRs, you can set up a path for continuous improvement by slowly building upon your current abilities.

3

Set learning goals instead of performance goals



Commit to learning everyday as opposed to seeking goals that prove your worth. Focusing on the process as opposed to the outcome helps us look for small continuous improvements that add up over a period of time.

Success doesn't come in a day. It's a result of years of hard work in which learning never ends.

4

Capitalise on your failures

Failures teach us what success can't. Instead of running away from failures and giving up when faced with a setback, you can take advantage of your failures by reviewing them, identifying what did not work and then devising a plan to correct your mistakes.

5

Be consistent and flexible

Be consistent in reflecting on your past behaviour by asking yourself some of these questions

- How did you act last time
- Did you choose a fixed or a growth mindset
- What made you choose one mindset over the other
- Is there a pattern in events that makes you adopt a fixed mindset
- Why did you fail to recognise fixed mindset in the moment

By asking yourself these questions on a regular basis and being flexible to learn from them, you can identify your fixed mindset trigger points and develop new strategies to adopt a growth mindset.

Do not only praise intelligence. Their intelligence and current abilities cannot be a sign of what they can and can't do.

Establish vulnerability not as a sign of weakness, but a powerful mechanism to realise their full potential

Link personal OKRs to company objectives to help people realize their contribution to company's vision and strategy

How can you promote a growth mindset?

Do not engage in false praise. Effort that leads to no progress should not be praised. Disappointment should lead to a burning desire to do better. It should be a signal to try a different strategy

Recognise and appreciate process, engagement, strategies, perseverance, effort and progress. These are strong indicators of their desire to learn and grow

Encourage them to make the right choice of words e.g. shift from "I don't know" to "I don't know yet". Simply believing that they can do it will open up their mind to seek solutions that did not seem possible earlier