

# DEVELOPING & EMBRACING A GROWTH MINDSET

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# Agenda



Growth Mindset



Embracing Growth



Career Development



Atomic Habits



My Personal  
Hero

A Mindset  
Story

# Mindset Quiz



- 1) Intelligence is something very basic about you that you can't change very much.
- 2) Intelligence can change with hard work.
- 3) Only a few people are extremely talented, and they are born with "it".
- 4) When I'm not good at something at first, I keep practicing.
- 5) I often feel discouraged or upset when I receive negative feedback about my performance.
- 6) I appreciate feedback from others and believe it helps me improve.
- 7) I feel bad about myself when I make a mistake and my confidence suffers.
- 8) Mistakes are valuable learning opportunities.
- 9) I feel nervous about taking on new challenges and trying new things; I prefer to avoid them.
- 10) I enjoy trying new things and taking on new challenges.

**For each question answer: Strongly Agree, Agree, Disagree, or Strongly Disagree**



# Score Your Quiz

- For each ODD Question (1, 3, 5, 7, 9) give yourself the following points:
  - Strongly Agree – 0 points
  - Agree – 1 point
  - Disagree – 2 points
  - Strongly Disagree – 3 points
- For each EVEN Question (2, 4, 6, 8, 10) give yourself the following points:
  - Strongly Agree – 3 points
  - Agree – 2 points
  - Disagree – 1 point
  - Strongly Disagree – 0 points



# Quiz Results

- 0-10 = Strong Fixed Mindset
- 11-16 = Fixed with Some Growth Ideas
- 17-21 = Growth with Some Fixed Ideas
- 22-30 = Strong Growth Mindset



# MINDSETS

## Fixed Mindset

The belief that skills, intellect and talents are set and unchangeable



I'll stick to what I know.

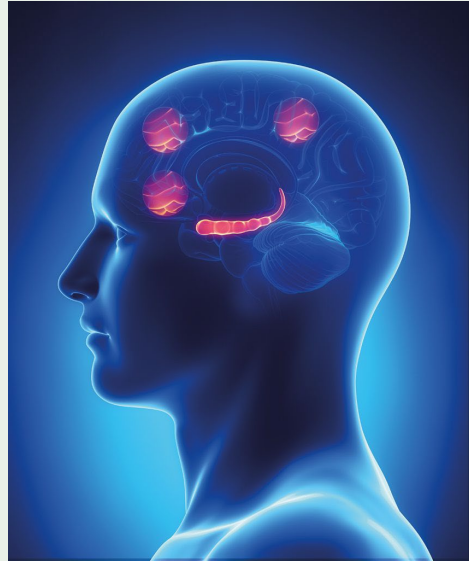
It is fine the way it is.

This is a waste of time.

Its easier to give up.

This work is boring.

It's easy for them.



**Desires**

**Skills**

**Efforts**

**Setbacks**

**Feedback**

**Talented Peers**

## Growth Mindset

The belief that skills, intellect and talents can be developed through practice and perseverance.



I want to learn new things.

Is this really my best work?

I know this will help me even though it is difficult.

I'll use another strategy.

I recognize my weaknesses.

I wonder how they did it?

## Fixed vs Growth Mindset

Based on research conducted by Carol Dweck, author of "Mindset: The New Psychology of Success".

*"Exceptional people seem to have a special talent for converting life's setbacks into future successes."*

- Carol Dweck



# Developing a Growth Mindset

- View Challenges as Opportunities
- Focus on the Process instead of the End Result
- Cultivate a Sense of Purpose





# Learning and Feedback



- Choose learning well over learning fast
- Prioritize learning over seeking approval
- Making mistakes does not mean you're a failure
- Learn from the mistakes of others
- Learn to receive constructive criticism

“Never get discouraged when you fail. Learn from it. Keep trying.”

- Thomas Edison

# Grit, Goals and Gratification

- Cultivate grit –  
perseverance and passion  
for long term goals
- Set a new goal for every  
milestone you achieve
- Remember that it takes  
time to succeed in  
anything

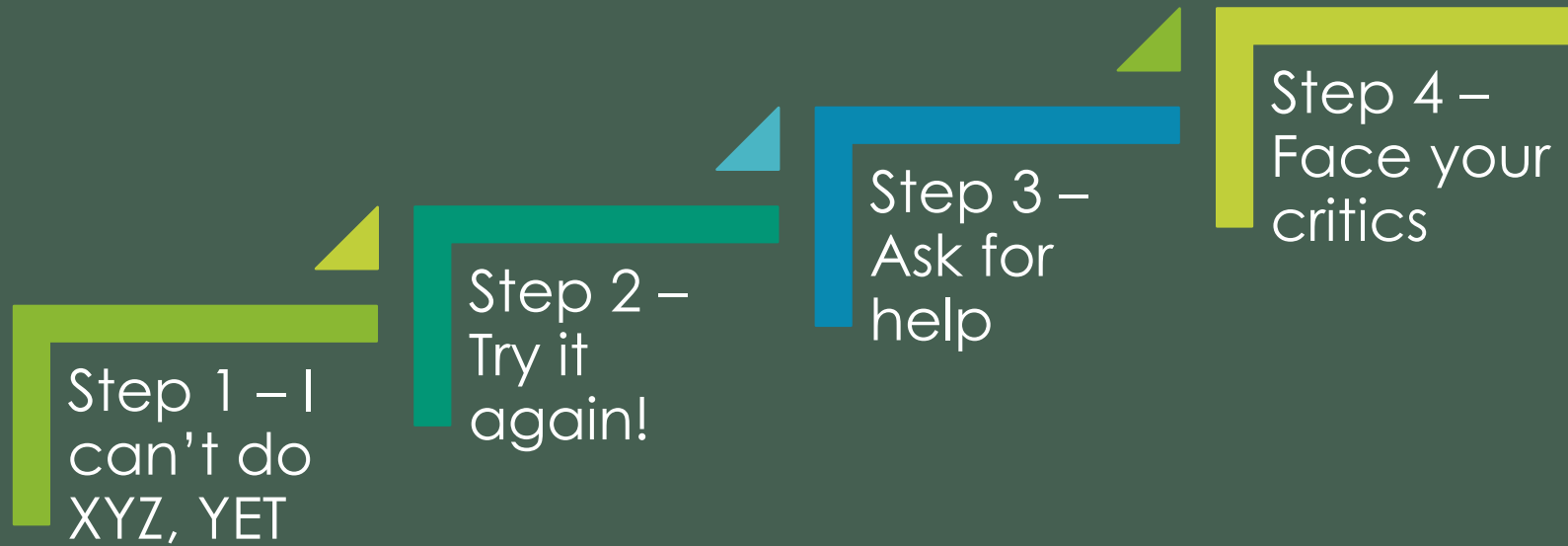


EAP Link: <https://www.guidanceresources.com/groWeb/login/login.xhtml>



THE POWER OF ...  
YET

# ...Yet One Step at a Time




**Yet** is the sound of possibility.

***I can't*** is the feeling of being stuck in the present, not good enough right now.

***I can't yet*** is about the vision, the motivation to improve in the future.



Career Growth	VS	Career Development
<ul style="list-style-type: none"> <li>Strives to move up the ladder of the organizational hierarchy</li> </ul>		<ul style="list-style-type: none"> <li>Polishes skillset towards improvement and growth</li> </ul>
<ul style="list-style-type: none"> <li>Pays more attention to career goals and ambition</li> </ul>		<ul style="list-style-type: none"> <li>Pays more attention to how goals are achieved</li> </ul>
<ul style="list-style-type: none"> <li>Dwells more on strategy</li> </ul>		<ul style="list-style-type: none"> <li>Has transformational tendencies</li> </ul>

## Career Growth and Career Development

**Career Growth** – the overall progress of someone's professional life.

**Career Development** – building skills over time.

*"The future depends on what you do today."*

- Mahatma Gandhi



## Career Development Game Plan

- ❖ Increase knowledge of career requirements through observation, research and conversation
- ❖ Utilize available resources
- ❖ Find support in your network
- ❖ Get out of your comfort zone
- ❖ Look to your manager for assistance

# Tips to Enhance Career Growth

Define your career goals

Understand your options

Examine the big picture

Level up your learning

Showcase your character, confidence  
and abilities every day

Volunteer for team projects

Explore mentorships

Challenge yourself by requesting new  
responsibilities

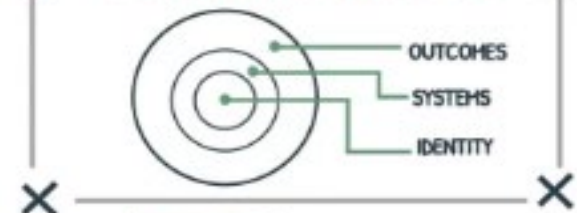
Learn about the power of sponsorship

Stay aware of internal opportunities

Volunteer with industry organizations

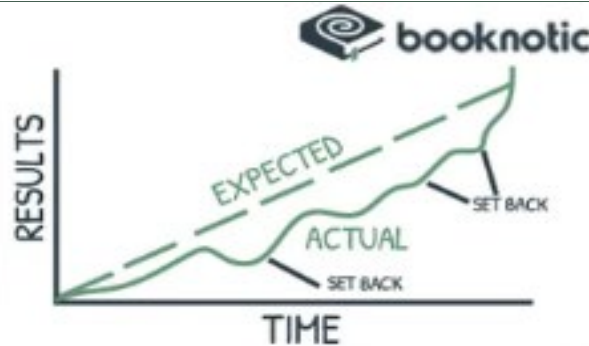
Strengthen your networking skills

## 3 LAYERS OF BEHAVIOR CHANGE



## THE POWER OF IDENTITY

- ★ WHO DO YOU WANT TO BE ?
- ★ PROVE IT WITH SMALL TASK
- ★ BE AROUND SIMILAR PEOPLE



TINY CHANGES = OUTSTANDING RESULTS

- ☑ GOALS → DESIRED OUTCOME
- ☑ SYSTEM → HABITS + BEHAVIORS

# ATOMIC HABITS

BY JAMES CLEAR

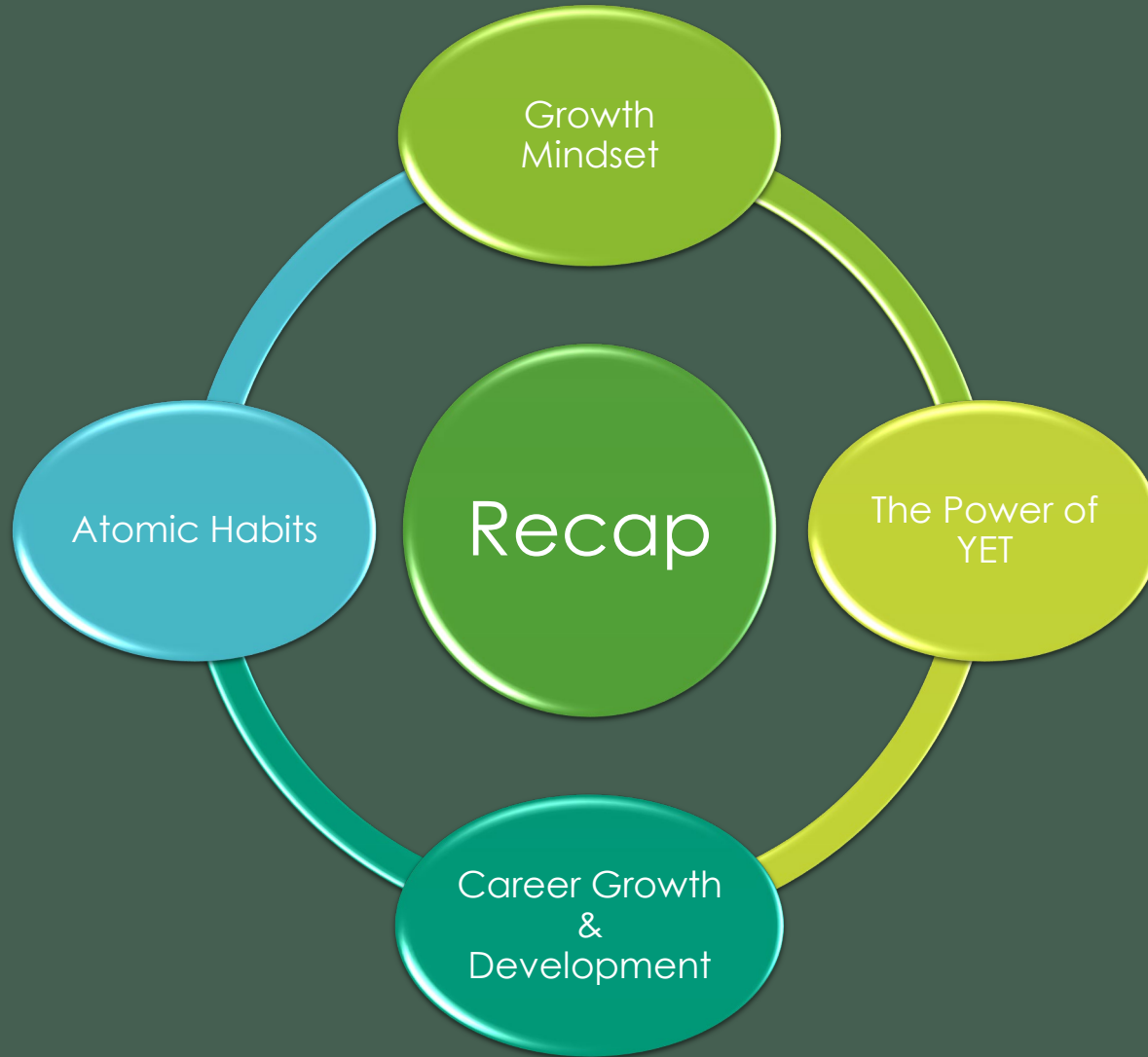
OUTCOMES...  
ARE THE COMPOUND  
EFFECT OF OUR  
BEHAVIOUR + HABITS

WE DON'T RISE  
TO THE LEVELS OF  
OUR GOALS.  
WE FALL TO THE  
LEVEL OF OUR SYSTEM



Atomic Habits Can Facilitate Growth in All Aspects of Your Life!





"We delight in the beauty of the butterfly, but rarely admit the changes it has gone through to achieve that beauty."

- Maya Angelou



# THANK YOU!

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