DEVELOPING & EMBRACING A GROWTH MINDSET

Presented by Melinda Lilly
Sr. Director Compensation & Performance Management
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

<table>
<thead>
<tr>
<th>Fixed Mindset</th>
<th>Growth Mindset</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>The belief that skills, intellect and talents are set and unchangeable</strong></td>
<td><strong>The belief that skills, intellect and talents can be developed through practice and perseverance.</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fixed vs Growth Mindset</th>
<th>Desires</th>
<th>Skills</th>
<th>Efforts</th>
<th>Setbacks</th>
<th>Feedback</th>
<th>Talented Peers</th>
</tr>
</thead>
<tbody>
<tr>
<td>I’ll stick to what I know.</td>
<td>I want to learn new things.</td>
<td>Is this really my best work?</td>
<td>I know this will help me even though it is difficult.</td>
<td>I’ll use another strategy.</td>
<td>I recognize my weaknesses.</td>
<td>I wonder how they did it?</td>
</tr>
<tr>
<td>It is fine the way it is.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>This is a waste of time.</td>
<td></td>
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<td></td>
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<td></td>
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<tr>
<td>Its easier to give up.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>This work is boring.</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>It’s easy for them.</td>
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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

Step 1 – I can’t do XYZ, YET

Step 2 – Try it again!

Step 3 – Ask for help

Step 4 – Face your critics

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 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 Ghandi

## Career Growth vs Career Development

<table>
<thead>
<tr>
<th>Career Growth</th>
<th>VS</th>
<th>Career Development</th>
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<tbody>
<tr>
<td>• Strives to move up the ladder of the organizational hierarchy</td>
<td></td>
<td>• Polishes skillset towards improvement and growth</td>
</tr>
<tr>
<td>• Pays more attention to career goals and ambition</td>
<td></td>
<td>• Pays more attention to how goals are achieved</td>
</tr>
<tr>
<td>• Dwells more on strategy</td>
<td></td>
<td>• Has transformational tendencies</td>
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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
Atomic Habits Can Facilitate Growth in All Aspects of Your Life!
Recap

Growth Mindset

The Power of YET

Career Growth & Development

Atomic Habits

“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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