

Human Element Issues KISHPNI-HEI-10-2021
(Understanding a growth mindset)

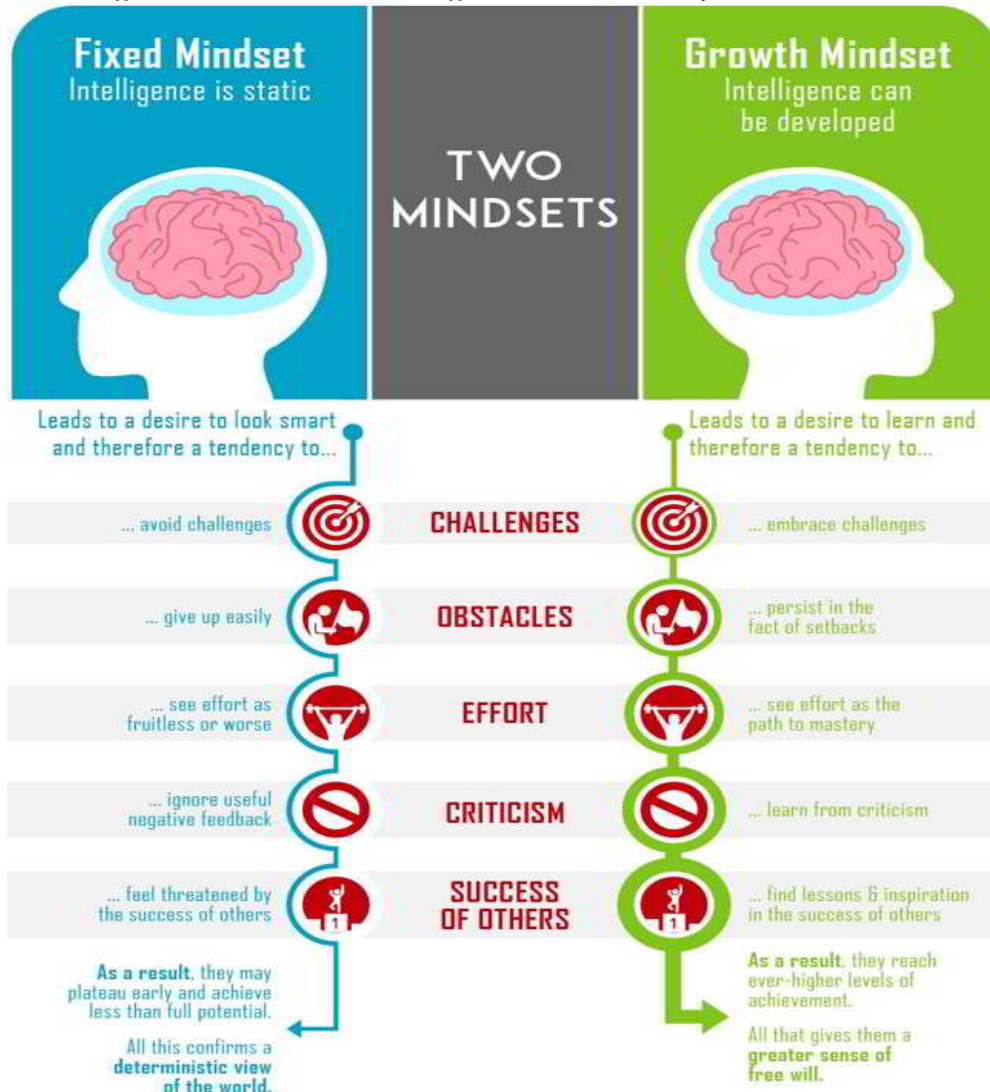
The discussion about the growth mindset remains a hot topic in efforts to explain what the advantages are and how a growth way of thinking helps you maneuver through the difficulties in life. Yet, although it sometimes is hard to push forward and not give up, having a growth mindset in your everyday life proves to be fruitful.

► **Growth Mindset at a glance:**

A fixed mindset believes the basic qualities like intelligence or talents are fixed traits, responsible for success. However, a growth mindset acknowledges that intelligence and talent can go up or down because these are mutable based on experience and attitude.

American Psychologist Carol Dweck has stated that:

“In one world, effort is a bad thing. It, like failure, means you are not smart or talented. If you were, you would not need effort. In the other world, effort is what makes you smart or talented.”



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► **Tips for a growth mindset:**

To better explain the pros of having a growth mindset, it is important to understand the five pillars of life – **health, sport, money, business and relationships** – and the mindset you can build around them.

1. The fixed mindset VS the growth mindset:

Understand what a fixed mindset is and how it can negatively impact your life so that you can adapt to new way of living. Having a fixed mindset means that you do not overcome an obstacle, but you look for an easy way to avoid it. In addition, those having a fixed mindset may think that one person is successful just out of luck and not by any effort.

2. Try different learning tactics:

There is no one-size-fits-all model for learning. What works for one person may not work for you. This means that you can experiment with new things and new tactics to understand what fits with your personality and character.

3. Progress mindset:

The tendency to believe you can grow boosts your confidence and makes you believe more in yourself and your capabilities. Dedication is the key, while accepting your failures are important features of progress.

4. Mindset in health:

It is crucial **to change your life and way of thinking gradually** and know that the change will come if you try and be patient. Having a schedule is the key to maintaining a healthy lifestyle.

5. Mindset in sports:

Ms. Dweck says “not yet” has become one of her favourite phrases. Whenever you struggle, just keep in mind that you have not mastered it yet. The ‘not yet’ mindset means that one day you will be better.

6. Mindset in business:

Understand the importance of placing effort before talent. You have to keep in mind that growth is what you have to worry about and to value the progress you make. Hard work should always be rewarded before inherent skill.

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7. Mindset in money:

Finances in particular can trigger a fixed mindset. However, shifting to a growth mindset in our money lives is one of the most effective strategies. **Understanding where you lack and what you can improve is a better option than running away from your economic problems.**

8. Mindset in relationships:

Relationships play a major role in our life; They are what causes the most pain and most joy.

In her book called “Mindset” Dweck says that:

“I’ve seen so many people with this one consuming goal of proving themselves in [a learning setting], in their careers, and in their relationships. Every situation calls for a confirmation of their intelligence, personality, or character. Every situation is evaluated: Will I succeed or fail? Will I look smart or dumb? Will I be accepted or rejected? Will I feel like a winner or a loser?”

Having a growth mindset in relationships helps you understand the effort needed to always improve and the importance of “giving”. On the other hand, a fixed mindset focuses on the flaws of the character and may support the notion of not having to word on a relationship if it is ever meant to be. Owning our part in a relationship is important.

9. The two dangerous words:

“I can’t”. Remember that the two most powerful words are **“I am,”** being able to place you identity and knowing what you stand for.

The standpoint of “I can’t” will affect the way you view things. You will have a negative point of view and will not want to do things. It will overall affect you.

10. Take ownership over your attitude:

Once you develop a growth mindset, own it. Support your own growth mentality and be proud to let it guide you in your life.

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► **How to instill a growth mindset (Tips for leaders):**

It is known that the term “growth mindset” is involved in every field, as it is a key element towards success. Specifically, it is observed that all great leaders who have been successful in any career job have adapted growth mindset qualities.

In summary, growth-minded people always search for new opportunities in order to learn and get a little better than they were before.

In fact, the main characteristic of such mindset is accepting failure and move on. However, being a good leader demands to instill and pass this growth mindset attitude to their employees as well. Thankfully, it is turned out that growth mindset is something you can help people develop. This may sound easy, but how do we actually inspire growth mindset and instill such skills to others?

The following are some tips for the leaders:

1. Give them the opportunity to fail and learn from their mistakes:

Avoid connecting mistakes with failure; that is not the case at all. Although no one enjoys failing or wants to make mistakes, it is a matter of fact that anyone who wants to do things of value in life and bring success, will experience failure as some point.

For this reason, try to convince them to see mistakes as a lesson to be learned for personal development and better improvement. Mistakes is an opportunity to grow.

2. Encourage individuals to step out of their comfort zone:

It is known that stepping out of your comfort zone is of vital importance when it comes to a growth mindset. If you are not willing to get out and do something when you are feeling scared, it’s almost impossible to have a growth mindset.

However, enhancing your courage is not something that happens overnight, as it needs one step at a time. As a start, push and inspire your people to try things that they would not normally do. People should explore and not stay still.

3. Teach them the values of challenges:

Boost your team to seek learning, set their own personal challenges and motivate them to succeed.

In other words, promote personal growth and allow them to develop new skills in order to lead to improved outcomes.

4. Provide meaningful feedback:

In this case, if individuals’ goal is to improve their performance, they need to know what they are doing right or wrong and where they could do better. Hence, be specific and offer effective feedback without criticizing.

5. Recognize your own mindset:

Overall, even if you consider of yourself as a growth-minded leader, it is possible that you accidentally and or unknowingly create a fixed-mindset workplace because of the way you treat others. In light of the above, you need to focus on your behaviors and of the messages you send with your words and actions.

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