



Growth Mindset and the Brain

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Agenda

Topic	Approx. Time
Learning Objectives	2 min
Question and Discussion	5 min
The Learning Brain	10 min
Activity	20 min
Debrief and Discuss	10 min
Independent Planning	10 min
Closing	3 min

Learning Objectives



1. Explain how our brain works to build up our growth mindset
2. Describe concrete ways to use a growth mindset to improve in challenging areas on the job.
3. Draft a plan to apply a growth mindset on a challenging area.

Discuss...

What do we need (skills, resources, support) to be able to build a growth mindset and why?



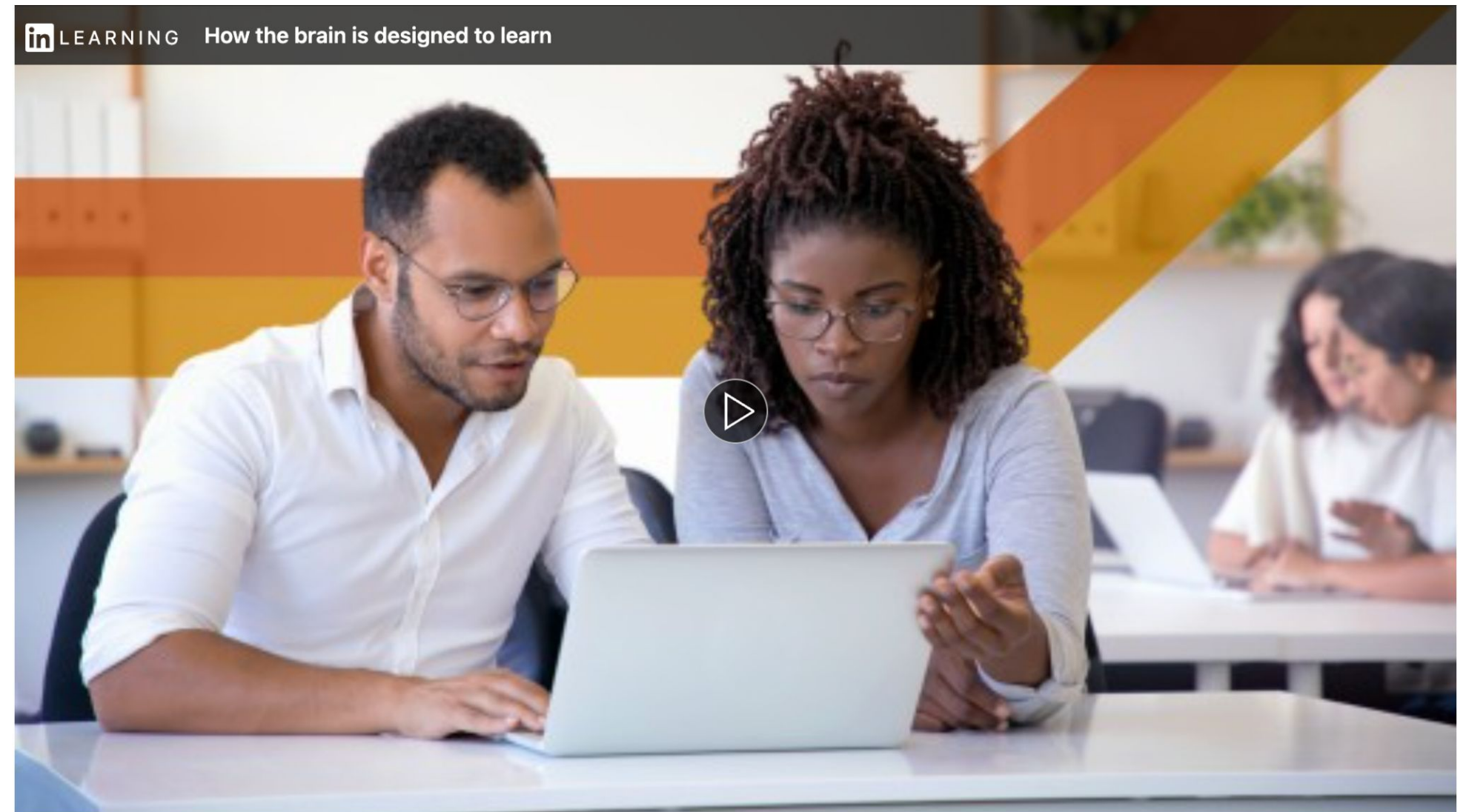
The learning brain

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The Learning Brain

To know **WHAT** we can do to build a growth mindset (*i.e. we see challenges as opportunities to learn and develop*), we need to know **HOW** our brain creates these opportunities



[How the brain is designed to learn](#) from [Developing a Learning Mindset](#) by [Gary Bolles](#)

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Recipe for growth (mindset)

Fixed -----> Growth

The current or proposed challenge

E.g. Feedback from a manager

E.g. Not getting along with a team member

My initial reaction or thought

E.g. They think I can't do my job

E.g. How am I going to work with them??

How I can reframe the challenge

E.g. Feedback helps me improve

E.g.

Actions or steps to take to solve the challenge

E.g. Break down the feedback into goals

E.g.

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Activity



- In groups, think of a problem or challenge you might face in the workplace when you start in your new roles
- Using the Recipe for Growth Mindset steps, plan out how you would handle this challenge using a Growth Mindset
- We will then come back as a group and look at these all together
- Designate someone as note-taker, and someone from your group as speaker for when we return all together

Question & Discuss



- Time to share your ideas on using a Growth Mindset



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A woman with long dark hair, wearing a light-colored top and a patterned scarf, is looking upwards. In the background, there is a large bridge structure with many cables, and a cityscape is visible in the distance under a clear blue sky.

Independent Planning

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Reflect



BSM: Growth Mindset

Having a Growth Mindset

Having a Growth Mindset is about seeing setbacks and challenges, as opportunities to learn, develop and improve skills. [Read more here.](#)

We can strengthen our growth mindset, because the brain is able to rewire itself by making new habits and patterns to create new behaviour. Below we want you to practice rewiring your brain!

Refer to the 'fixed mindset' thoughts below, and come up with a way to answer these with a Growth Mindset. Also use the space below to capture notes from the resource you select in the Canvas session.

Fixed Mindset Statement	Growth Mindset Alternative
"What's the point. I'm never going to understand that concept"	Example: "This is a challenge for me, so I'm going to break it down into smaller steps, to make it more manageable to learn"
"I keep being unsuccessful in interviews. I think I'm going to find a different career"	
"That feedback was so annoying. I'm good at what I do"	
Add your own here:	
Add your own here:	/
Space for notes	

Closing

We've covered a lot!
Hopefully by now, you know...

1. The brain can learn new patterns, information and develop a growth mindset with practise
2. We can develop our mindset by planning and preparing for challenges

NEXT:

Head back into Canvas to share your final thoughts with your peers!

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Thank You

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Credits

1. **Image Slide 6:** (LinkedIn: Facilitator, Gary Bolles. Video from course: Developing a Learning Mindset)