

Growth mindset

Definition

Is curious and embraces challenges as learning opportunities.
Acknowledges and takes ownership for own areas of development
by seeking feedback from others to continuously grow.

Believes that abilities and talent are assets that everyone can
develop with effort and perseverance, benefiting the organization
as a whole.

#Curiosity #Learning #Feedback

Mindset

WE NEED LESS OF THIS	WE NEED MORE OF THIS
No need to learn new things “I am already an Expert in my field.”	“Learning and growing is an ongoing journey, it only takes personal commitment and perseverance.”
“If I fail, others will think that I am not skilled or competent.”	“If it did not work the way I planned, it is not a failure, but an opportunity for me to learn.”
“This is the way we do things around here.”	“What does not kill you, makes you stronger.”

Growth mindset

Behavior anchors

1. Emerging

- Demonstrates curiosity for new topics and ways of doing things.
- Is aware of own strengths and development areas.
- Understands feedback as a way of improvement and gains key learnings to enhance own skills and behavior.
- Learns from mistakes and shows perseverance in the face of difficulties.

2. Evolving

- Self-reflects and actively seeks for opportunities or new challenges to learn and grow.
- Asks for feedback on own performance, behavior, strengths, and development areas and uses it to improve and develop.
- Shows perseverance in the face of obstacles and derives learnings of each experience.
- Is humble in own approach to learning, understanding that we cannot know it all, but we can keep on learning more.

3. Influencing

- Continuously engages a growth mindset over all work activities.
- Demonstrates resilience and persistence when facing and overcoming challenges.
- Is willing to share examples of success and failures tied to lessons learned.
- Supports others in their development, e.g. by actively giving feedback, by supporting them to identify development opportunities and/or by taking the role of a mentor or coach.
- Is humble in own approach to personal and professional growth and engages with others to learn with and through them, leveraging their different views and perspectives.

4. Transforming

- Actively promotes and inspires others to engage a growth mindset over all work activities.
- Acts as a role model for relentless perseverance and encourages others to do the same.
- Creates a culture around them where people are invited to share mistakes so that everyone can learn and improve from them.
- Is humble in own approach to learning and performing at work, willing to reconsider and adjust own view and practices to become better and ensure continuous improvement.

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How it helps



Me

Personal and professional development, expanding knowledge and perspectives, gaining more confidence.

By being curious and open to new experiences and learnings, I will be able to grow personally and professionally.



My Team

Team growth based on feedback, knowledge sharing, support in face of failures, greater team flexibility.

By sharing feedback with others and supporting them in face of failures, they will continue growing and building new opportunities.



Konica Minolta

Build internal people capabilities, foster a learning organization, increase agility, adaptability and growth.

By fostering growth mindset in the organization, we will be able to build future capabilities, be more adaptive to change and grow as a company.