



Does The Compassion Mindset Predict Learning Outcomes?

Research and Outcomes Partnership



The Premise

- Mindset changes outcomes (Carol Dweck)
- Compassion for self and others is a universally desirable trait that leads to positive outcomes.
- Compassion is the practice of demonstrating that people are valuable, capable, and responsible in every interaction (Next Element, 2023).
- Compassion, as a mindset, should enhance how a learner engages in the learning process.
- Next Element has significant anecdotal evidence that a compassion mindset enhances learning outcomes.

Research Hypothesis

- All things being equal, people with a compassion mindset will experience more positive learning outcomes than people without a compassion mindset.

Logic Model

- Mindset is an attitude, a choice. Therefore, it can be “activated” with a decision vs. learning a new skill.
- Research shows that compassion can be taught.
- Next Element has developed a method for activating a compassion mindset.
- If we can show a positive connection between a compassion mindset and learning outcomes, and if compassion can be taught, then it follows that activating the compassion mindset prior to (and during) any learning process should enhance outcomes and impact.
- This impact should be independent of the content/skills being taught.

Business Model

- Imagine inserting a short “Compassion Mindset Activation” module before any learning program as a way to “lubricate & turbocharge” the program for greater impact.
- Further, imagine a simple set of facilitation practices that trainers/facilitators/coaches could sprinkle throughout a program to reinforce a compassion mindset and further enhance outcomes.
- This module could be licensed to L&D providers or deployed by channel-partners.

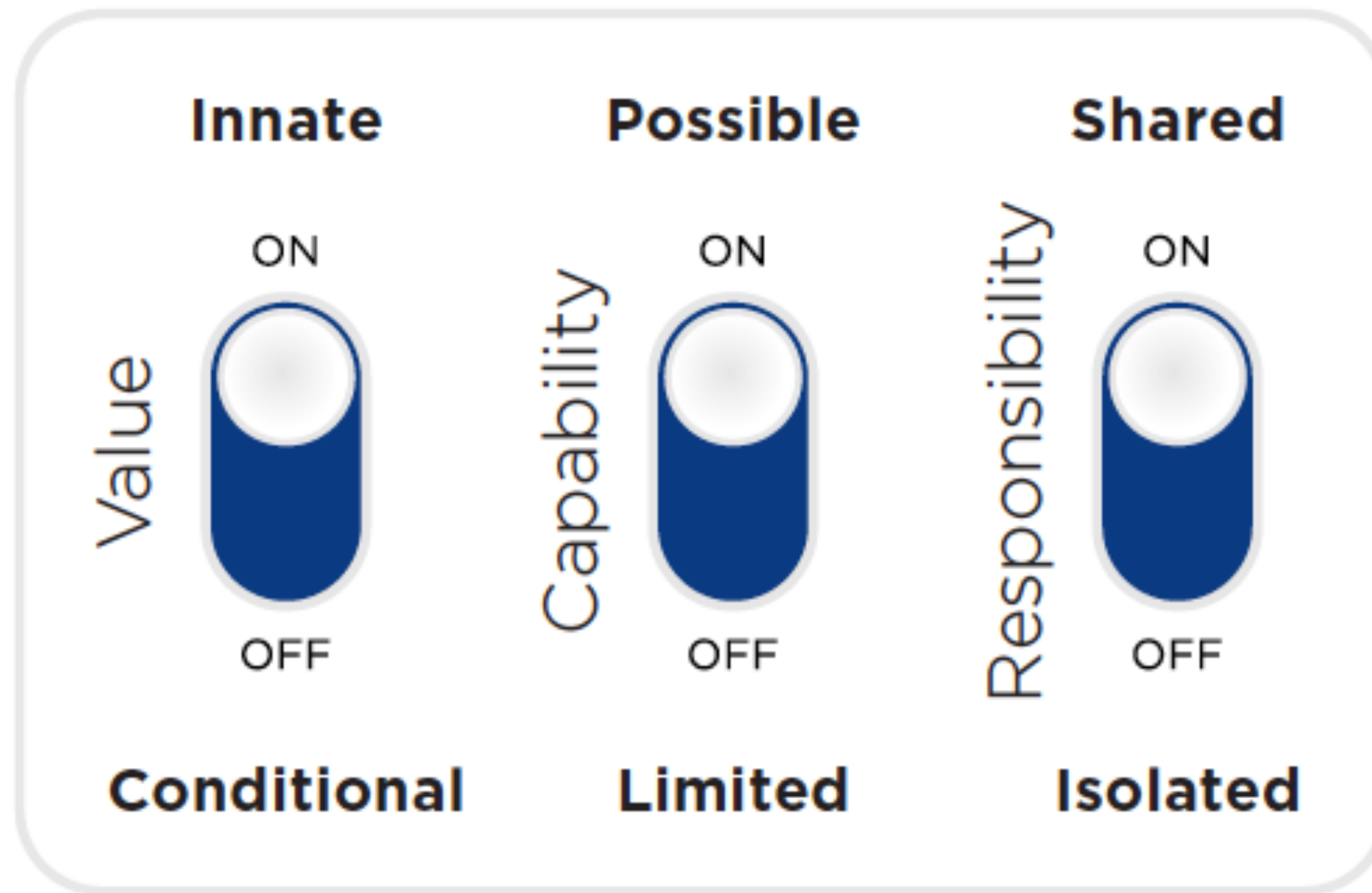
How do we get there?

- Operationalize a compassion mindset so it can be measured.
- Apply consistent measures to evaluate program outcomes/impact
- Design and deploy a research protocol that can be easily “bolted on” to an existing training program.
- Collect bunch of data representing a range of programs.
- Analyze the data to see if there are any connections.

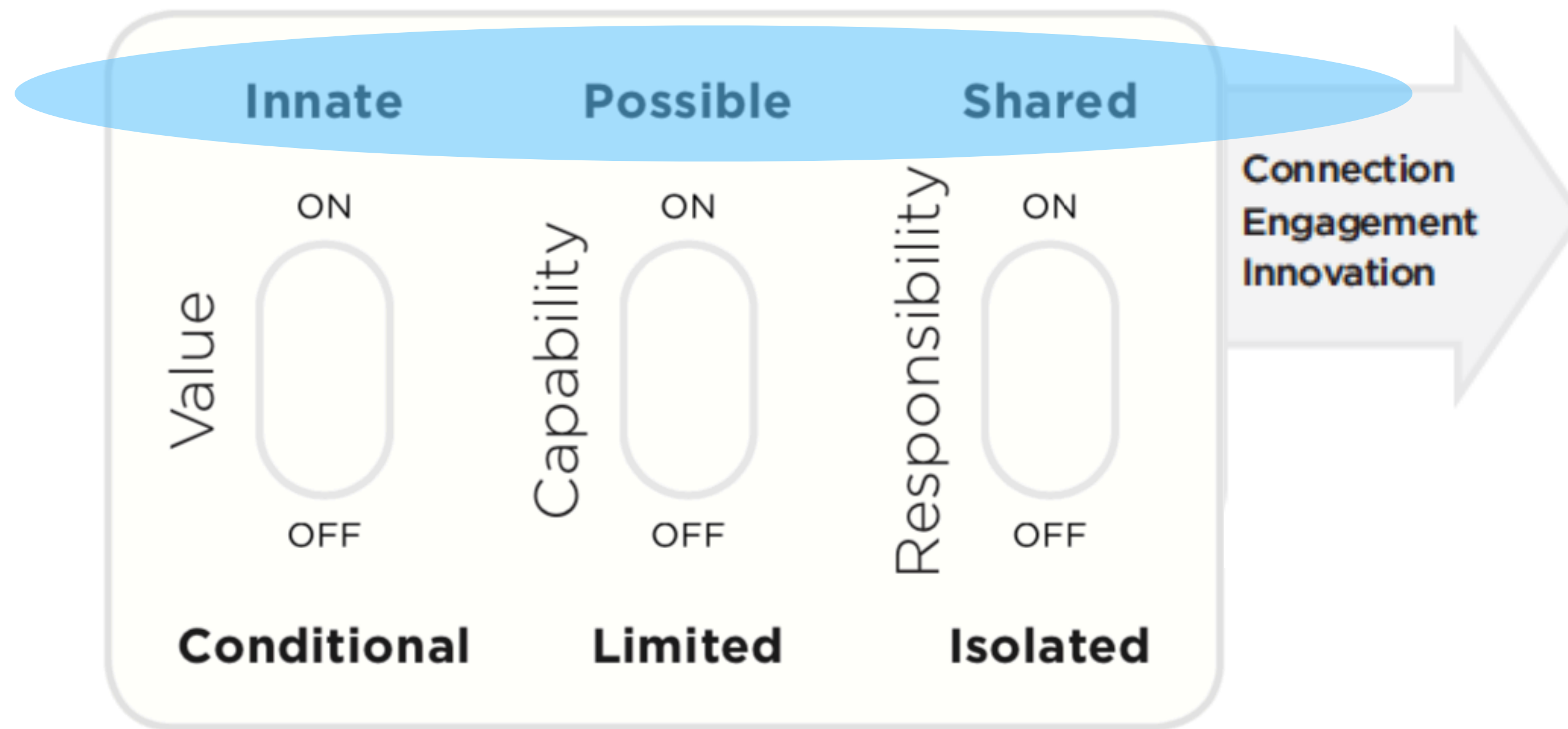
Operationalizing The Compassion Mindset

*People with a Compassion Mindset
choose to view themselves and others as
valuable, capable, and responsible in
every interaction.*

Three Switches



When our switches are ON



Better Learning Outcomes

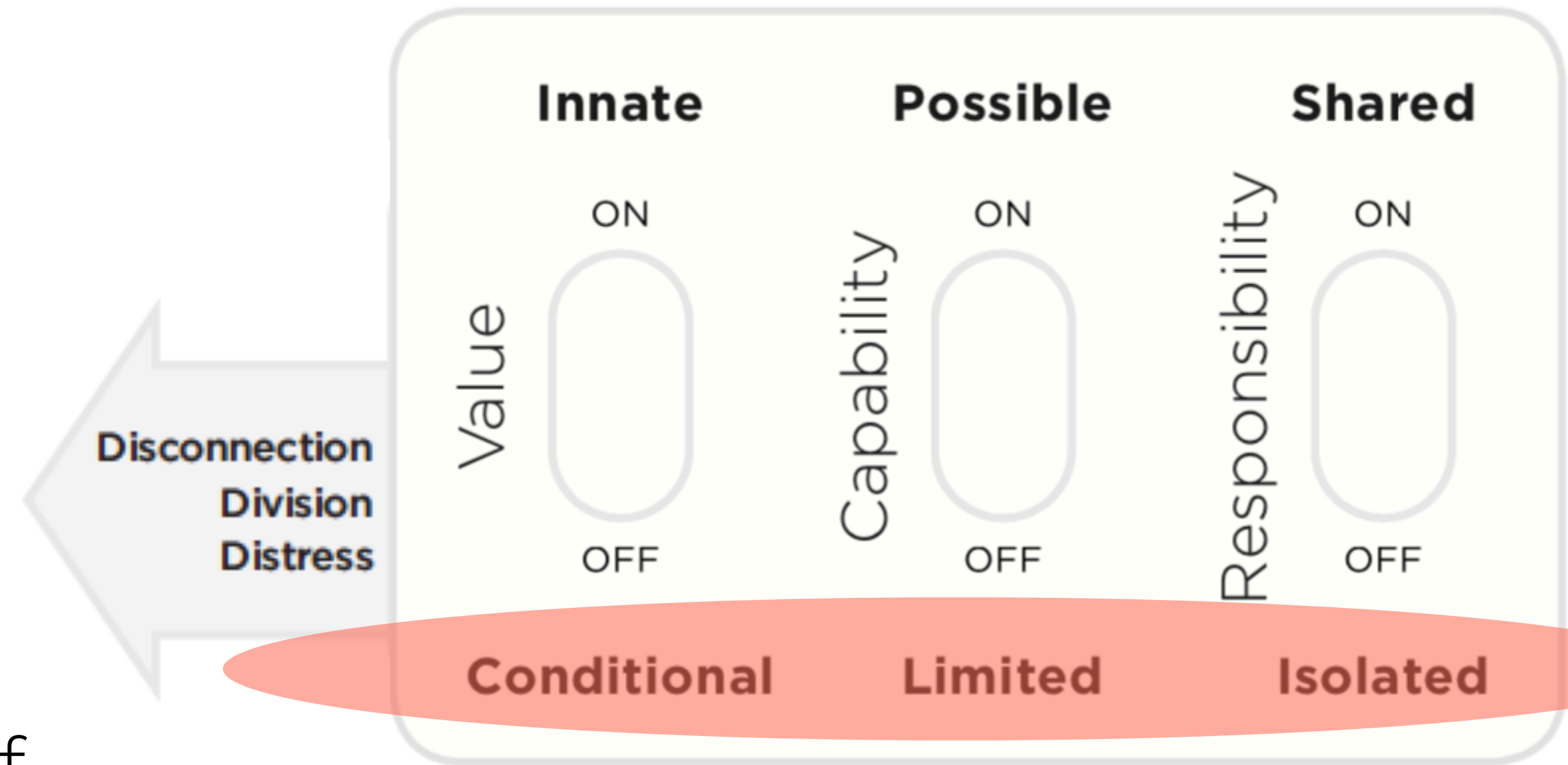
Impact on Learning

- Separate the person from the behavior
- Interaction safety
- Extend grace and support
- Curious and open-minded
- Willing to take healthy risks
- Learn from mistakes
- Hold self and others accountable
- Persist in the face of obstacles

When our switches are OFF

Impact on Learning

- Critical of self and others
- Skeptical and cautious
- Personalizes feedback
- Closed-minded, arrogant
- Plays it safe
- Sees mistakes as reflection of self-worth
- Overly rigid or lax
- Gives up when challenged
- Blames and makes excuses



Worse Learning Outcomes

Assess Your Compassion Mindset

- ✓ I am unconditionally valuable and deserve to be respected.
- ✓ Even if I make a mistake or fail to perform, I am still worthwhile as a person.
- ✓ I am capable of positive change and contribution.
- ✓ Under the right conditions, anyone can learn and grow.
- ✓ Pointing fingers gets me further away from a solution.
- ✓ No matter what happened before, I am responsible for I do next.

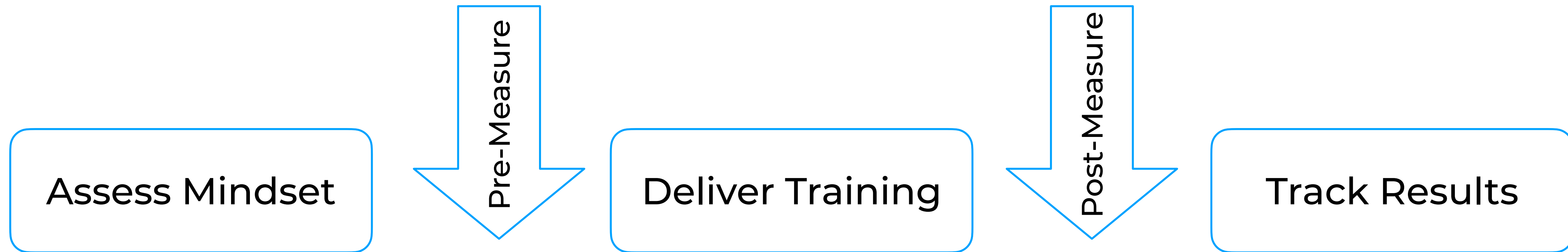
How strongly do you endorse the following principles? On a scale of 1-5, where 1 = not at all and 5 = completely

How consistently do you apply these principles to in your life? On a scale of 1-5, where 1 = never and 5 = all the time

NEOS Self-Efficacy Outcomes

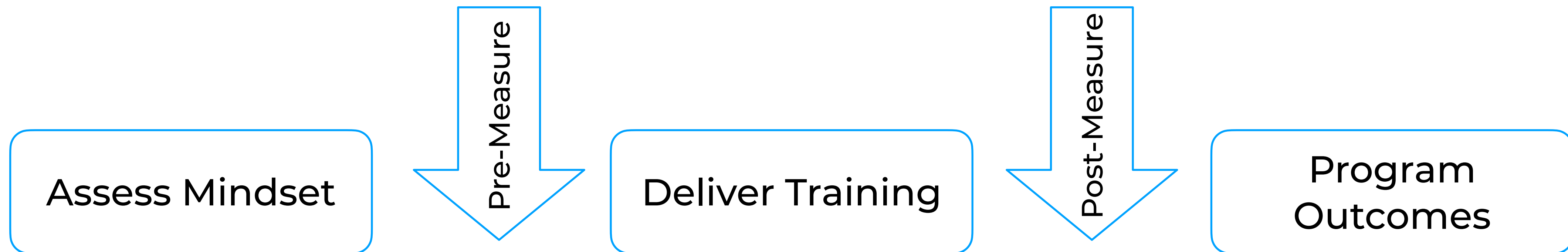
- Self-efficacy, a person's belief in their ability to execute the actions to meet a challenge, is one of the strongest predictors of behavior.
- NEOS is a valid, reliable, context-sensitive self-efficacy outcomes measure.
- NEOS measures changes in self-efficacy for being Open, Resourceful, and Persistent - affective, cognitive, and behavioral aspects of human growth and learning. NEOS can assess up to three contexts; me at home, me at work, my team.
- Increases in self-efficacy for O,R,P are universally desirable outcomes for any personal/professional development program.

Research Model



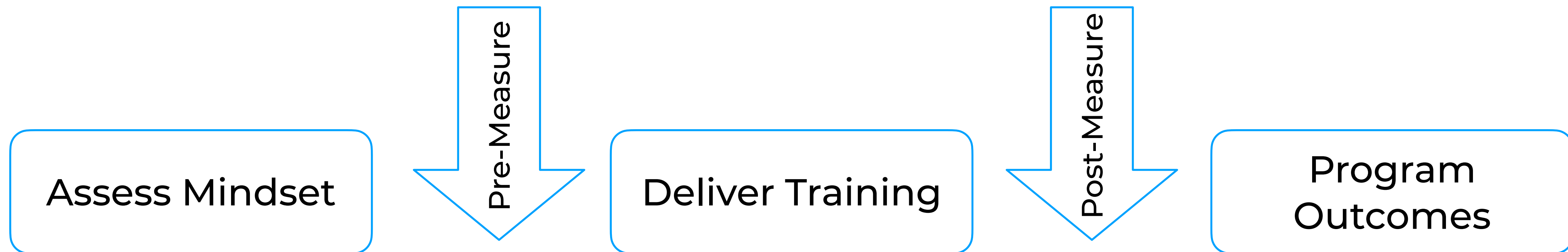
- Assess mindset before training begins.
- Assess change in self-efficacy from pre- to post-program.
- Evaluate program outcomes and impact with self-report and facilitator report.

Research Questions and Analysis



- Does participant mindset pre-training correlate with changes in their self-efficacy during the program?
- Does participant mindset pre-training correlate with the outcomes they achieve and report from the training?
- Does participant mindset pre-training correlate with trainer/facilitator evaluation of participant behavior and outcomes?

Research Partner Protocol



- Administer Mindset Survey to participants pre-training
- Conduct your programs as usual
- Administer NEOS to participants pre- and post-training
- Collect program impact data from participants and facilitators

Win-Win Partnership

Benefit For Partner

- Conduct standardized research to measure outcomes and impact of your programs.
- Get data to provide insights and demonstrate impact.
- Contribute to the larger research effort to study the impact of mindset and enhance learning outcomes.
- No-risk trial of NE outcomes tools.

Benefit For Next Element

- Rapidly collect research data from multiple providers and program types.
- Evaluate validity and utility of the Compassion Mindset assessment.
- Test research hypothesis.
- Potentially show the value of “Compassion Mindset Activation” module.
- Expose clients to our outcomes tools.

Then what?

- Option to continue using NEOS and Program Impact under license from Next Element.
- Option to license and train your facilitators in the Compassion Mindset Activation Module
- Option to license and train you facilitators in the Compassion Mindset facilitation tips