

Experience Accelerated : Developing your Growth Mindset
Feedback for : Damian Seguin
Prepared by : Sarah Schwab
Date : 21/04/20

Dear Damian

Thank you for participating in the LiveTutor session. I have reviewed the video footage you have recently uploaded to our platform.

Firstly, congratulations on completing the Developing your Growth Mindset scenario! You are already one step ahead of most people because you have practiced your new skills – it's been proven that the sooner we practice new behaviors, the more likely our learning is to "stick". That's how we end up with the change we are trying to reach.

I have reviewed your footage and am delighted to provide specific, personalised feedback. This report will summarise what you have done really well (and should continue to do!) AND where you have more room for improvement. Improving leadership behaviors is an ongoing activity and the best accelerator is PRACTICE. We encourage you to focus on the things that are going well in addition to the things that you can do better.

And so to your feedback. Let me give a couple of words of explanation. For the scoring table:

A score of "Needs Work" = do focus here next time – I didn't really see as much as I would like

A score of "Continue Practicing" = you are getting there, but I need to see a bit more of this next time

A score of "Bravo, keep Going" = great work – you did this really well

You will also receive some written comments which will go into some areas in a little more depth and provide some additional tips for improvement.

Please read through the feedback carefully and remember my feedback is unbiased – my only goal is to help you succeed!

Best of luck with your practice!

Warm wishes

Sarah

Comments

Damian, I really liked how you:

- Have a broad range of self-awareness which is evident. You talk about skills that are innate and positive for you and at the same time, you frame your challenge areas with candor and with the sense of possibility for growth.
- Are able to forecast into the future and be specific about WHY you want to grow. Your WHY has synergy to it. You are able to describe your trajectory forward and your growth area has an appropriate sense of scope and scale.
- Framed your failure in a way that has a clear sense of “release” to it. You indicated your personal lessons learned and the ability to move on. Furthermore you showed no overwhelming sense of shame or denial about your failure. These are all really positive indicators of a growth mindset.
- Have a clear sense of reward as something that would contribute tangibly to your broader life mission. You find great personal reward in supporting others and helping create a positive impact in their lives.
- Are able to regularly practice habits towards a positive or “growth” oriented mind set; Your reassurance is encouraging, mentions forms of reality setting, addresses and acknowledges limits but is reasonable. You recognise that physical energy plays an important role in your resilience and reassurance and you are able to spot warning signs and reframe negative thinking by good habits (like going outside, walking, meditating). You also have a strong spiritual anchor which comforts and reassures you.

Things you might want to consider:

- **Inner Voice**
You explained clearly that your inner voice can be quite loud at times (“Why bother? I’m only going to fail”) particularly when your energy is low and likelihood of failure may be high. When facing tough times, try to remember your WHY for embarking on your ambitious aspiration. Recalling the higher level purpose as to why you chose your ambitious aspiration can give you the necessary energy to get you back on track. Also, recall that even in periods which you have described as your biggest failures, you have taken great learning from those times.

Rich Fernandez in his HBR article advises practicing a technique called “Decentering”. It is the process of being able to pause, to observe the inner voice from a neutral standpoint, and then to try to solve the problem. When we are able to cognitively take a step back from how we are feeling and label those thoughts and emotions, we are guiding our thinking to the more observational parts of our brains.
- **Network**
Continue (as you have been doing) to step outside your comfort zone of safe people to gain new perspectives on your ambitious aspiration. If revenue generation is one outcome, think about identifying successful sales and marketing people who can give you new perspective.
Eg:
Identify two or three people on LinkedIn from your school or university alumni network whose profiles reflect the type of ambitious aspiration you want to achieve. Reach out with a simple invite “I’m trying to achieve X and I’d really like your advice and perspective on Y.....” You start with a common bond (your school/university) and you will be surprised at how generous people are with their time when they feel their advice or perspective is valued.
Reflect on how you can play different roles in forging networks and relationships. A bilateral conversation might not always be the only option– reflect on how you can use your strong coaching skills and low self-focus to facilitate conversations for others

- Curiosity:

You introduced the term Curious Conversations and this behaviour is never more helpful than in the current Coronavirus times. One tip to broaden your curiosity is a technique called assumption bowling. List what you consider as “truths” about your ambitious aspiration, now line them up (aim for about 5) and then try to bowl them over by asking yourself the question “what would I do if this was no longer true”? eg. Whilst there’s a temptation to believe the assumption “we’re all in the same boat”, it’s safe to say that at an individual level, our experiences may be very different. Think about how your engagement with individuals might differ if you bowl over the assumption “we’re all in the same boat”. Capture your ideas on this and you may find new reflections or approaches to try in your conversations.

- Small next steps

Try to make your next steps feel small enough to be manageable and specific enough so that you can recognise when you are making progress.

Try to make your early steps involve things that you can achieve by yourself eg. don’t make them too reliant on external factors or people

Research from Ohio State University tells us that people tend to be more committed to their goals after they share them with someone who they see as “higher status,” or whose opinions they respect. So seek out someone who fits that description in your network and share your ambitious aspiration and immediate next steps with them!

Skill	Description	Score: Needs work; Continue Practicing; Bravo, keep going!
Aspiration	What do you want to develop/improve/learn/achieve?	Bravo, Keep going
Inner voice	What internal stories are you telling yourself that might get in the way of your aspiration?	Continue Practicing
Reassurance	When you hear your inner voice or others telling you that you won’t be successful, how do you reassure yourself that you will be?	Bravo, Keep going
Curiosity	Finish this sentence: I think I would be more successful in my growth aspiration if I knew XXXXXXXX	Continue Practicing
Autonomy	How you tell the story of how the next month will unfold as you work on your growth aspiration.	Bravo, Keep going
Resilience & Reframe	What habits do you adopt to ensure you stick with your aspirations? When things get tough, how do you reframe your thinking?	Bravo, Keep going
Next steps	What next steps do you plan to take in pursuit of your aspiration?	Continue Practicing
Reward	What’s the reward or payoff for achieving your aspiration?	Bravo, Keep going
Network	How many people in your network are quality people?	Continue Practicing

Reflection exercise

In order to consolidate your learning from this activity it is important to review and reflect on your feedback and then decide what you want to continue and what you want to change. The following questions will help you do this:

1. How do you feel about the feedback? Write down your thoughts and feelings. Our emotional response to a situation can often get in the way of our rational thinking therefore it is important to acknowledge our feelings.
2. Re-read the feedback and make a note of the things you have done well. These are the behaviors you will want to retain and repeat in other similar situations.
3. Now look at the tips and decide on the one or two things that will make the biggest difference to your success in improving your capability in this area. These are the behaviors where you can start to plan your personal development.
4. Describe what that new behavior will look like when you are successful. It is important that you have a clear goal in mind.
5. Decide on when, where and with whom you will practice this behavior. Be specific.
6. After each time you practice the new behavior, take a few minutes to review. Reflect on what went well as well as what you could do differently. Repeat until the new behavior is part of your DNA.

Good luck!