

Experience Accelerated : Developing your Growth Mindset
Feedback for : Jovan Krstic
Prepared by : Sarah Schwab
Date : 05/06/20

Dear Jovan

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

Jovan, I really liked how you:

- Are able to forecast into the future and be specific about WHY you want to grow. Your WHY has synergy to it – you talk about overlapping skill sets and you convey a sense of excitement and passion when you talk about your ambitious aspiration. You are able to describe your trajectory forward and your growth area has an appropriate sense of scope and scale.
- Are open and flexible about how things might unfold in the future and you ground these in the opportunities you see for yourself. You are honest about the uncertainty and you talk about your growth aspiration in a way that shows resilience.
- Show a wonderful sense of experimentation and adventure when tackling new situations – this type of approach is at the heart of a growth mindset
- 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.
- Your Inner voice is encouraging, mentions forms of reality setting, addresses and acknowledges limits but is reasonable. You portray agility in your thinking and ability to identify options.
- Have a great process of being able to pause, to observe where things go right and wrong in your experimentation from a neutral standpoint, and then to try to solve or reframe 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.

Things you might want to consider:

- Curiosity
A sure way to increase your curiosity is by asking questions:
Why do I not focus on one specific leadership area?
What could be a different interpretation of what she said?
Where does the informal power sit in the company structure?
Why did my thinking evolve that way?
How might different people need different leadership styles?
What, why, when, who, where, and how are the best friends of curious people.

Another 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”? Capture all these ideas and you will find new areas to explore.

- Network

Ask yourself the question: “who else do I have in my network that can give me information that I don’t have today that would help me achieve my ambitious aspiration?”

Try to think about non obvious people or profiles that would be good at the “leadership” skill set. Eg. What kind of jobs require people to be really exceptional at leadership? Often it’s when we go to the “out group” that we get really different perspectives on what we are trying to achieve.

Here’s some tips to get you started:

Commit to asking an admired colleague out to lunch and talk to them about your desire to expand your network.

Check out www.meetup.com and join a local meetup that takes you outside your area of expertise.

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.

- Reward

We didn’t talk as much about reward and yet I just want to signal that it’s so important to clarify the “bigger picture” for WHY? Think carefully about how you are defining the payoff or reward you will get when you achieve your ambitious aspiration. Try to be really specific about the motivators that link to WHY you are pursuing your ambitious aspiration – things like how will it bring value to your life, how might it help others and how it fits into your broader life picture. This helps with focus and progression against your ambitious aspiration.

- Next steps

You captured great next steps around

- a) Implementing an appreciation and recognition culture within your team
- b) Deepening your understanding and practice of how to effectively lead a virtual team
- c) Reflecting on habits to keep you focused on specific areas of great leadership

Find ways to architect habits around your next steps:

Charles Duhigg writes about the habit loop. A habit loop starts with an external cue, followed by a routine, then a reward. As an example, if my goal is to increase my thought leadership in my field of expertise, a habit loop could be:

Cue: green post it note by my computer

Routine: when I see the green postit, follow 10 new people on linkedin in areas adjacent to my field of expertise and read their output daily

Reward: feel great because I’m creating unique thinking by connecting disparate dots and data points with my new knowledge.

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?	Bravo, Keep going
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?	Bravo, Keep going
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!