

Experience Accelerated : Developing your Growth Mindset
Feedback for : Edie Wageman
Prepared by : Sarah Schwab
Date : 16/05/20

Dear Edie

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

Edie, I really liked how you:

- Have a clear, well defined ambitious aspiration and you are able to explain the reasons why this is important to you and why you want to continue to grow
- Are able to describe your inner voice accurately. When think about our negative inner voice, it's a great path to help understand ourselves better. The key is to watch it, understand it, explore its cause – there is a huge amount of learning in there if you can figure out the logic and grammar behind it.
- Are able to link the ambitious aspiration to personal, intrinsic motivators like feeling healthy, keeping fit, ensuring balance in your life etc
- 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.
- Gave a great example of resilience in your Simututor video – it explained how you stuck in to a difficult situation over a long period of time.
- Have a clear sense of reward as something that would open up a broader sense of personal confidence and higher impact. You were able to link how that confidence would lead to better life outcomes in terms of what you can accomplish and how you can further contribute to the causes that matter for you.
- 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 intrinsic motivation and resilience.

Things you might want to consider:

- Inner voice:
As we talked about, the relationship with your brother has been literally wired into your brain after years of rehearsal. One of the challenges of these stories is that they are likely to be inflexible and we also become attached to their content. Both these factors means that sometimes we cannot remind ourselves that they are, in fact, only stories. The best way to free ourselves from an outdated story is to step back and view it objectively. Don't think about it - just notice it. Ask yourself the following questions:
Where did this story come from?
Is this my story or someone else's?
Is this story true of me now?
Is this story contributing to or undermining my happiness?
Do I choose to continue to live this story or is it time to write a new one?
- Reassurance:
We often say negative things to ourselves that we would never say to any other human being. If your inner voice is becoming too shaming or negative, pause and say to yourself “take it easy on yourself” or “try to be kinder to yourself”

If you feel good about a plan but start to experience the “Who do you think you are? You mustn't do this,” feedback loop—that tends to be driven by fear. Try to reframe this fear by reflecting on the fact that the real risk is continuing to get the same results you're already getting.

Try to think back to a time where you were able to let go of an old way of doing something. And remember the emotions you felt when you were able to let go. Channel that positive emotion to encourage and reassure yourself that whilst it feels uncomfortable now, it will feel good in the end.

If you are presented with a great opportunity but it appears too difficult because there are too many obstacles, instead of turning down the opportunity, reframe the challenge by asking yourself: “Perhaps navigating these obstacles IS the way that I move forward?”

- Curiosity:

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

Ask yourself the question: “what information could I get that I don’t have today that would help me achieve my ambitious aspiration?”

- Network

Try to step outside your comfort zone of safe people to gain new perspectives on your ambitious aspiration. Here’s some tips to get you started:

Commit to asking an admired colleague (eg. Mike) 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.

- Autonomy

Try to focus on what you can control. Top sports coaches tell their players they can’t control the weather, the crowd, the stadium, the pitch but they can control E = your effort; A = your attitude; R = your response.

If you are setting or resetting boundaries to help with your growth, remember you are not responsible for the other person’s reaction to the boundary you are setting. You are only responsible for communicating it in a respectful way.

When preparing the conversation with your supervisor, practice the three C’s when you communicate:

Be Confident: tell yourself you can handle this. You are composed

Be Clear: state what you want to say simply and without exaggeration

Be Controlled: mirror the other person’s emotions and remain in control

Remind yourself that you are valuable, your time is valuable and your ambitious aspiration is valuable

- Next steps:

You’ve made great commitments to a) paint a picture of what your ambitious aspiration will look like in the next level of detail, b) set up time with Clint to share with him your ambitious aspiration in clear terms (remember he has also gone through this exercise so perhaps describing this in the context of your growth mindset initiative could be a nice bridge to setting the context), c) set up time with Mike to seek his counsel and guidance, d) document your assumptions (and then bowling them over to spark even greater curiosity) and e) when you get clearer on development areas you want to work on, write an email to Sarah to ask for advice on where to find good resources to acquire these skills. Keep up this great momentum!

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?	Continue Practicing
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.	Continue Practicing
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 different 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 your 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!