

Experience Accelerated : Developing your Growth Mindset
Feedback for : Simona Biriescu
Prepared by : Sarah Schwab
Date : 15/05/20

Dear Simona

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

Simona, 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.
- 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.
- 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 regularly practice habits towards a positive or “growth” oriented mind set; 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, resting, walking etc).
- Have developed techniques that “disrupt” a negative spiral of your inner voice to allow you to move to more productive thinking and reflection.
- Are open to evolving your thinking based on new information and perspectives. You appear comfortable when reversing a decision and/or accepting a new viewpoint which is alternate to regular thinking.

Things you might want to consider:

- **Ambitious Aspiration/Reward**
Try to think hard about WHY you have chosen this growth goal over another area you could have chosen. Think about partnering with a friend and ask them to run a WHYs exercise with you. Ask them to keep asking you WHY until you have identified the root reason for why this growth goal is so important to you.
Eg: if your growth goal is “to increase the impact of my mentoring skills across Ferring”, your friend asks you:
“Why is increase the impact of your mentoring skills across Ferring important?”
You: “I want to drive effective and efficient processes and help people solve problems”
Friend: “Why is driving drive effective and efficient processes and helping people solve problems so important for you?”
You:
Friend:
Etc
Etc
You will likely find the underlying motivator for why you have chosen this growth goal and this is important to help identify your intrinsic motivation for pursuing this growth goal.
- **Inner Voice**
You mentioned that you are aware that your inner voice, when she does speak up, is speaking from fear. 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—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.
- **Reassurance**
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.

- 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 becoming a great mentor to more people is one priority area, think about identifying people who can give you new perspective on this particular topic. Here's some tips to get you started:

Post Corona times, check out www.meetup.com and join a local meetup that takes you outside your normal networking circles.

Commit to asking an admired colleague out to lunch (or a virtual coffee!) and talk to him/her about your desire to expand your network to access mentor role models.

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.

- 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?"

- Next steps:

You've made great commitments to a) making yourself available for the team, b) reaching out to Cristiano to explore this growth goal with him and gain his support and encouragement, c) continue to focus on NLP as a mechanism to get buy in and develop your mentoring skills and d) document your assumptions (and then bowling them over to spark even greater curiosity)

In addition to specific next steps, also think about which habits you are going to adopt to help reinforce your willpower to make the change you are trying to achieve.

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

oCue: green post it note by my computer

oRoutine: 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

oReward: 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?	Continue Practicing
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!