

Experience Accelerated : Developing your Growth Mindset
Feedback for : Kirill Litovchenko
Prepared by : Sarah Schwab
Date : 29/04/20

Dear Kirill

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

Kirill, I really liked how you:

- Had a clear, well defined ambitious aspiration and you were able to explain the reasons why this was important to you, the business, the high level ambition and how this will push you into a lesser known area of expertise.
- Had a clear sense of reward as something that would open up a higher level impact (the number of babies being born in Russia). You were able to link your growth ambition with that high level aspiration – when times are tough – keep sight of this amazing reward as a way to keep motivation high (even if you are not going as fast as you'd like)
- Are open to evolving your thinking based on new information and perspectives. You are genuinely curious and appear comfortable when reversing a decision and/or accepting a new viewpoint which is alternate to regular thinking.
- 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 next steps are manageable, implementable, and sequential. You have a whole host of small steps, and first steps lead to others. You convey a sense of enthusiasm and options to share in your path forward

Things you might want to consider:

- **Outdated Stories:**
Sometimes our outdated stories are literally wired into our brains and the brains of other people after years of rehearsal. This means that they are likely to be inflexible and they 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:
1.Where did this story come from?
2.Is this my story or someone else's?
3.Is this story true of me now?
4.Is this story contributing to or undermining my happiness?
5.Do I choose to continue to live this story or is it time to write a new one?
- **Small next steps – Habits**
Think about what habits you are going to adopt in pursuit of your ambitious aspiration (particularly when a “new normal” returns) and create cues, routines and rewards to help propel you towards your goal. Charles Duhigg writes about the habit loop. A habit loop starts with an external cue, followed by a routine, then a reward. Here's 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 post-it, 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.
- **Curiosity:**
You have great curiosity – one additional tip to broaden your curiosity even further 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.

- 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. As discussed, one of the more challenging areas of your growth area may be the internal resistance ("we've never done it that way before") and a desire for control ("we must control the messaging from the centre"). These may be sources of frustration particularly if they hold you back from moving as quickly as you would like. Reflect on not just the "What" but the "How" within what you control. In particular, A = your attitude; R = your response, will be important enablers to allowing you to continue to advance in your ambitious aspiration.

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	Bravo, Keep going
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?	Continue Practicing
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?	Bravo, Keep going

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!