

Experience Accelerated : Developing your Growth Mindset
Feedback for : Lucca Mourao
Prepared by : Sarah Schwab
Date : 13/11/21

Dear Lucca

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

Lucca, I really liked how you:

- Have thought hard about why your ambitious aspiration is so important to you and you have anchored your thinking to be aligned with your broader life objectives.
- 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 great reassurance techniques such that you have learned how to remain strong and resilient in spite of what adversity you might encounter and what others might say or do.
- Recognise that physical energy plays an important role in your resilience and reassurance and you are able to reframe negative thinking with good habits like working out.
- Embracing a mindset that focuses on the importance of learning new things helps advance your ambitious aspiration. You 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.
- Demonstrate that you are intellectually autonomous by critically evaluating ideas, evidence and experiences from an open-minded and reasoned perspective.
- Show a wonderful sense of experimentation and adventure when tackling new situations – this type of approach is at the heart of a growth mindset.
- You have identified specific next steps:
 1. Read through and absorb the blockchain text books.
 2. Continue to develop your programming skills

Try to make your next steps feel small enough to be manageable. It's also helpful to set time bounded steps eg. do X by tomorrow, do Y by next week, do Z by next month. We look for small steps, and evidence that the first steps then lead to others based on the new knowledge you achieve. Let's work on this together in our next session.

Things you might want to consider:

- Try to get even more specific and concrete about the description of your ambitious aspiration and what is achievable in a 12-18 month timeframe. Write it down and post it somewhere prominent. When you feel demotivated, this will help you avoid the spotlight effect. This is when you zero in on a singular negative event. Instead, think of a bell curve: you'll likely perform average or higher than average most days. Some days will be below average, and that's normal.
- 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.
- Consider starting a journal for situations when “my motivation drops” starts to feel more challenging. It will help you isolate situations which may trigger default behaviors. Being able to spot and anticipate situations where you feel more vulnerable is the first step to figuring out what needs to change to keep your positive momentum.
- John Hargrave talks about mind hacking as a way to keep moving ahead in pursuit of our goals. He encourages us to think about our “mind movies”. They are constantly running in loops and so it's important to pull back and observe your mind. “What was my mind just thinking and is that accurate?” These mental mind movies tend to be comprised of Emotions/Thoughts/Actions. The acronym METAL is a helpful reminder. It stands for My Emotion Thought Action Loops. When you reflect on your ambitious growth aspiration, write down 2-3 positive Emotion/Thought/Action loops that will help you make progress.

- Explore the Pomodoro Technique as a way to help with your time management. You mentioned you want to get through the blockchain text books. for example.
Step 1: identify the chapter to be reviewed.
Step 2: Set the pomodoro timer (traditionally to 20-25 minutes) – you can buy a Pomodoro timer on Amazon!
Step 3: Work on the task.
Step 4: Stop work when the timer rings and put a checkmark on a piece of paper.
Step 5: If you have fewer than four checkmarks, take a short break (3–5 minutes) and then return to step 2; otherwise continue to step 6.
Step 6: After four pomodoros, take a longer break (15–30 minutes), reset your checkmark count to zero, then go to step 1.
- Work on building a quality network of colleagues who can help you advance you in your ambitious aspiration. Rob Cross, one of the world's experts in network analysis advises us to prioritise our network expansion efforts in three areas:
a) specifically nurture contacts who help us innovate and learn
b) spend time with those who help bring energizing interactions to our life
c) intentionally connect in ways that link to your own purpose in life
- 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:
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?	Continue Practicing
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	Tell yourself 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?	Continue Practicing
Reward	What's the reward or payoff for achieving your aspiration?	Continue Practicing
Network	How many people in your network are quality people? Who do you need to add? Who no longer actively supports your growth aspirations?	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!