

**Experience Accelerated :** Developing your Growth Mindset  
**Feedback for :** Glenn Parker  
**Prepared by :** Sarah Schwab  
**Date :** 12/05/20

Dear Glenn

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

Glenn, I really liked how you:

- Have thought hard about why your ambitious aspiration is so important to you and show determination about making progress against it.
- 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.
- Had a really good example of “letting go” which included adopting new skill sets. I particularly liked how you acknowledged setbacks and failures as a part of the process. In this new ambitious aspiration, recall those times when 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.
- 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.
- Have thought carefully about how you are defining the payoff or reward you will get when you achieve your ambitious aspiration. You have a clear link to WHY you are pursuing your ambitious aspiration – things like the amount of impact you will have on the lives of the people who will read your book and how it fits into your broader life picture around unlocking learning for your audience.
- Have great reassurance techniques such that you are not affected by what other people think or say. I particularly liked your self talk around how people don’t think about you as much as you think they do.

Things you might want to consider:

- Inner Voice  
When your inner voice comes too loud and negative, eg. “dread”, try to mentally PAUSE your thoughts and PULL BACK to evaluate the message you are sending yourself. The key is to watch your inner voice or the impact that it has on you, understand it, explore its cause – there is a huge amount of learning in there if you can figure out the logic and grammar behind your inner voice. You mentioned that part of the writing challenge is that you are still in the “formulaic” but the actual writing is the exciting part of it because it’s expressive. There’s potential learning there to make tasks feel more enjoyable.

You mentioned in footballing terms, the coach runs the play, and the players get it done. You said “Professionally I’m very good when you just tell me what you need done.” Sometimes stories of this type are literally wired into our brains after years of rehearsal. This means 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 a story like this 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?

- Resilience & Reframe  
Rich Fernandez in his HBR article advises practicing a technique called “Decentering”. It is the process of being able to pause, to observe the experience from a neutral standpoint, and then to try to solve 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.

- 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.

Embrace new techniques for learning. Check out Learning How to Learn: Powerful mental tools to help you master tough subjects on Coursera by Dr Barbara Oakley, McMaster University. The early modules provide helpful techniques to keep you on track and also help us understand the neuroscience behind thinking, learning and concentration.

- 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 “switching” skill set. Eg. What kind of jobs require people to be really good at this skill? Often it’s when we go to the “out group” that we get really different perspectives on what we are trying to achieve.

- Next steps

You captured great next steps around a) the Pomodoro technique to focus in 25 minute bursts, b) creating new habits around structuring the tasks during your day, c) Journalling the feeling of “dread” and really examining those thoughts and emotions d) identify people in your circle that can help you get where you want to be if you open up to them about it and e) assumption bowling and take a look at the Learning how to Learn class.

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. 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?	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	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?	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?	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!**