

Experience Accelerated : Developing your Growth Mindset
Feedback for : Julia Vlasenko
Prepared by : Sarah Schwab
Date : 28/04/20

Dear Julia

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

Julia, 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.
- Are able to forecast into the future and be specific about WHY you want to grow. Your WHY has synergy to it – you talk about overlapping skill sets and you 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.
- Have a clear sense of reward as something that would contribute tangibly to your broader life mission.
- Are able to reframe rapidly and towards a positive or “growth” oriented mind set; Your reassurance is encouraging, mentions forms of reality setting, addresses and acknowledges limits but is reasonable. You portray agility in your thinking and ability to identify options.
- 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.

Things you might want to consider:

- **Inner Voice**
You explained clearly that you have achieved significant accomplishments in spite of you not completing your PhD. AND, at the same time, recognise that your inner voice reminds you of this outdated story that links to the absence of this piece of paper. 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?
- **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 collaboration or trust building is the goal, think about identifying people to add to your network who can give you new perspective. Here's some tips to get you started:
Commit to asking an admired and widely respected colleague out to lunch and talk to them about how you see them as a role model and would like to learn from them and their interpersonal skill.
Post Corona times, 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 alumni network or industry sector 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/industry) and you will be surprised at how generous people are with their time when they feel their advice or perspective is valued.

- Small next steps – Habits

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 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.

Think about what habits you are going to adopt in pursuit of your ambitious aspiration and create cues, routines and rewards to help propel you towards your goal.

- And based on something we discussed, here's a few coaching tips for Empathy

1. Empathy starts with listening

2. Listening helps with understanding

3. Understanding conveys trust

4. Trust conveys compliance or mobilising action

In order to make someone feel like they truly have been HEARD

Suspend your own agenda to really focus on what your colleague is saying

Show your colleague that you are listening with your eyes and attitude. Small verbal signals like (uh huh, yes, mm,mm) also really help.

Repeat back what you heard your colleague say eg. "If I'm hearing you correctly ..."

Don't try to fix anything

Don't disagree or counter

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?	Bravo, Keep going
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?	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 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!