

INVESTIGATE THE VISITOR

Utilise Fear:

A growth mindset embraces challenges as opportunities for growth, while a fixed mindset avoids tasks that seem difficult, fearing failure (Dweck 2006).



Toxic vs. Psychologically Safe Environment:

(Edmondson 1999)

Toxic:

- Fear of speaking up
- Blame and criticism
- Avoidance of risk
- Low trust and support

Psychologically Safe:

- Open communication
- Admitting mistakes
- Embracing challenges
- High trust and support

Let's move towards a safe environment by:

- Speaking openly and respectfully
- Owning up to mistakes
- Supporting colleagues' growth
- Listening actively and without judgement

Embracing Mistakes in Agile



SUPPORT THE TEAM

Lean on the team:

A growth mindset perseveres, recognizing effort and persistence lead to success, while a fixed mindset gives up easily, assuming a lack of innate talent (Dweck 2006). Use team spirit to push through mistakes!



SEEK SOUP FROM SOUP DRAGON

Seek feedback:

A growth mindset reflects on feedback and uses it for improvement, while a fixed mindset dismisses criticism, focusing on justifying errors (Dweck 2006). Be transparent and use mistakes as an opportunity to learn.

Own up to mistakes:

A growth mindset values sharing and learning from mistakes, fostering trust and improvement. Conversely, a fixed mindset hides errors, limiting growth and collaboration (Dweck 2006). Embrace mistake transparency to boost team resilience and potential.

WHO SPILT THE SOUP?



Fixed Mindset:

Belief that abilities and intelligence are fixed traits that cannot be changed.

Growth Mindset:

Belief that abilities and intelligence can be developed through effort.