

### Utilise Fear:

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



## EMBRACE CHALLENGES



## LEAN ON THE TEAM

### Encountering setbacks:

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!

### Fixed Mindset:

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



## FIND HELP & LISTEN TO FEEDBACK

### 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.

## Growth Mindset:

Belief that abilities and intelligence can be developed through effort (Dweck, 2006)