

## Facing a challenge:

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## EMBRACE CHALLENGES



## Encountering setbacks:

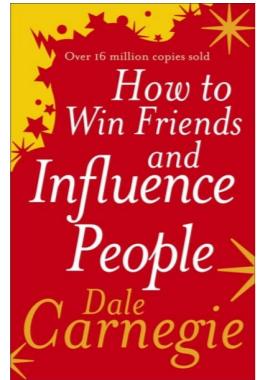
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## LEAN ON THE TEAM



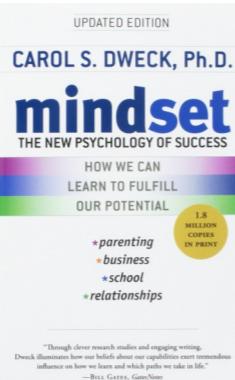
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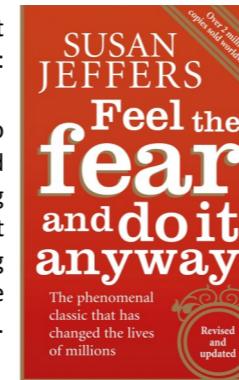
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**References:** Dweck, C. S. (2006). *Mindset: The new psychology of success*. Random House. Edmondson, A. (1999). Psychological safety and learning behavior in work teams. *Administrative Science Quarterly*, 44(2), 350-383. Created by Jack Simms SoftwareSimms@gmail.com

## Toxic vs. Psychologically Safe Environment:

### 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.

(Edmondson 1999)

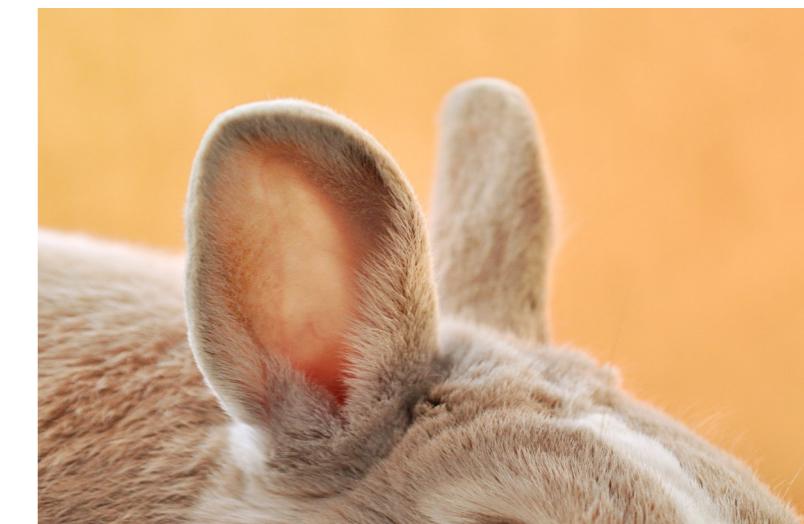
## Embracing Mistakes in Agile Teams



## Receiving feedback:

A growth mindset reflects on feedback and uses it for improvement, while a fixed mindset dismisses criticism, focusing on justifying errors (Dweck 2006).

## FIND HELP & LISTEN TO FEEDBACK



**Fixed Mindset:** Belief that abilities and intelligence are fixed traits that cannot be changed.

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## Facing 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.

## OWN UP TO MISTAKES



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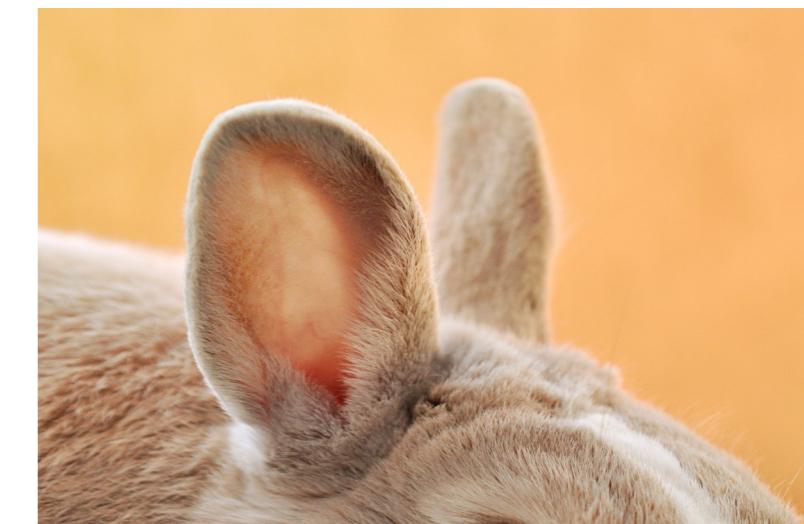
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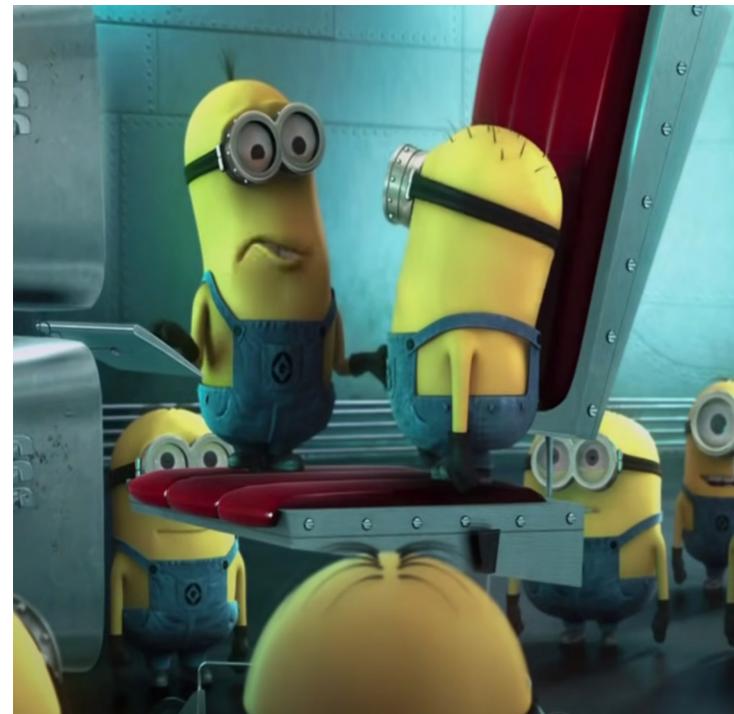
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## EMBRACE CHALLENGES



## Listen Up Dave!

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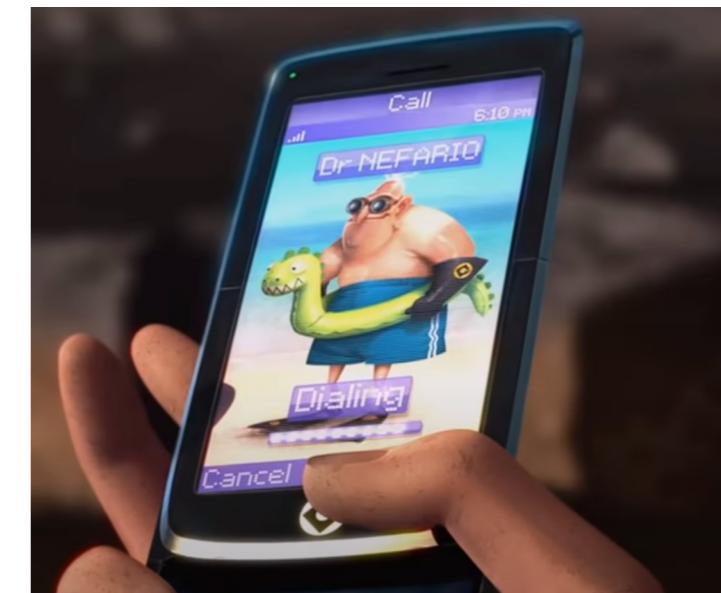
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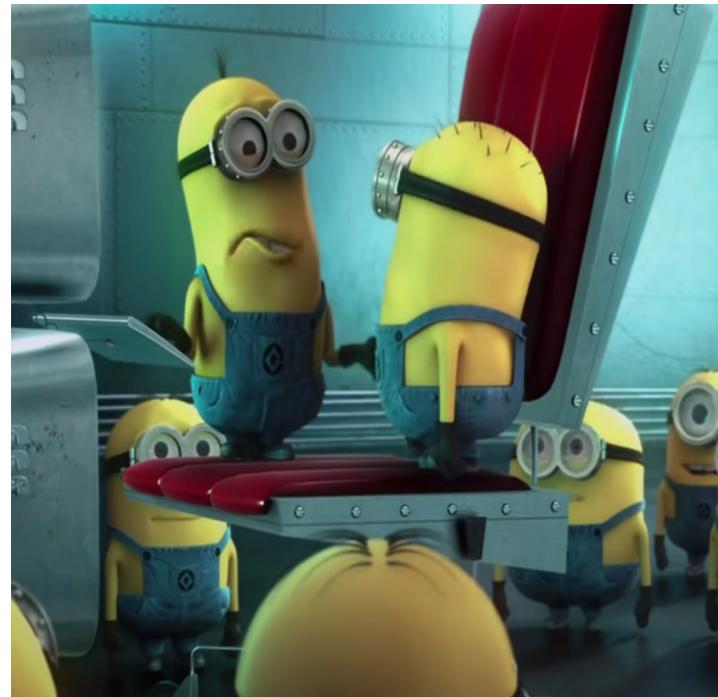
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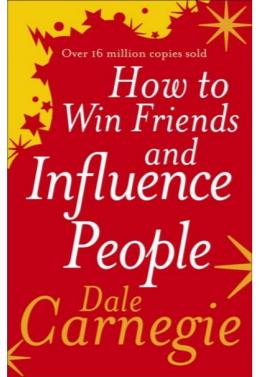
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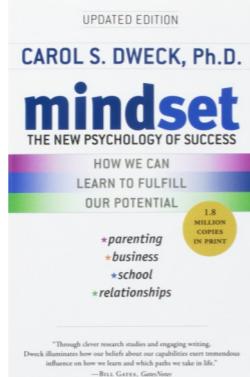
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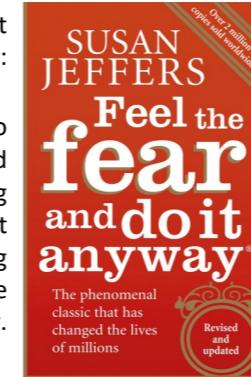
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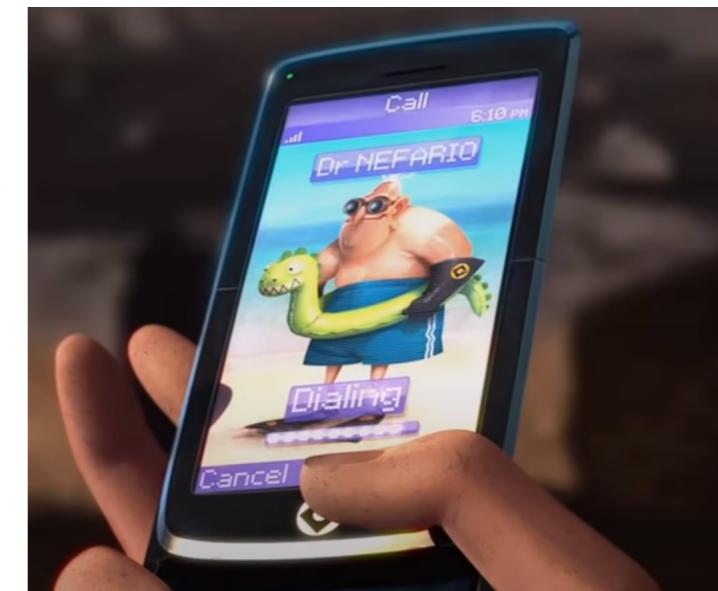
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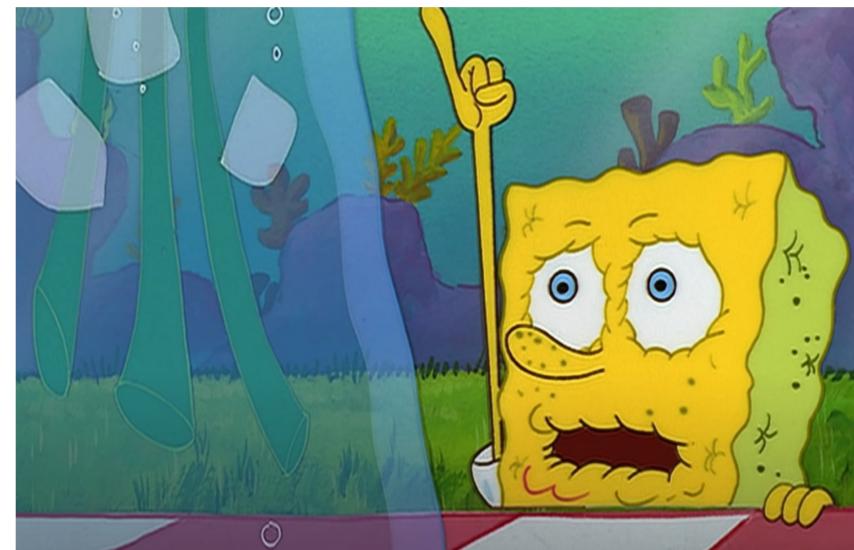
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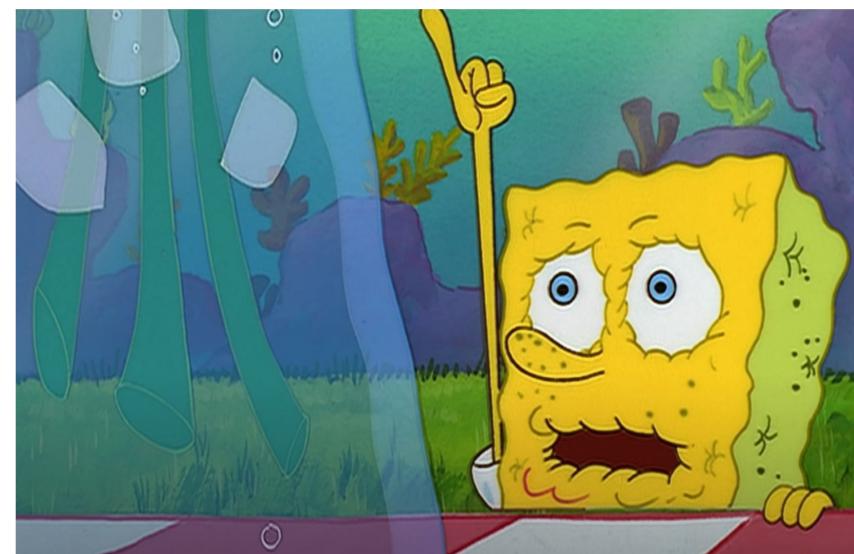
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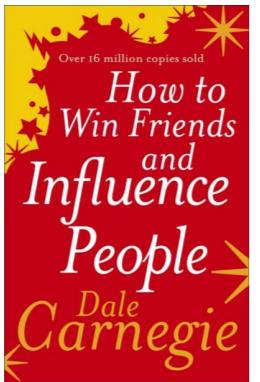
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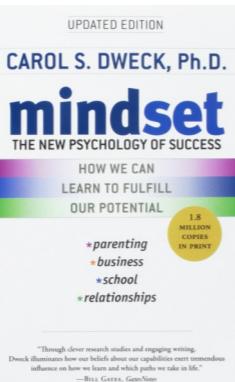
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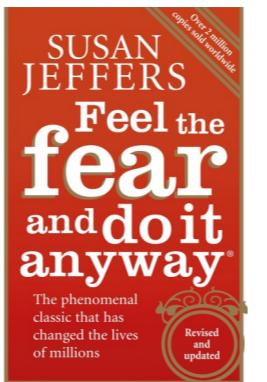
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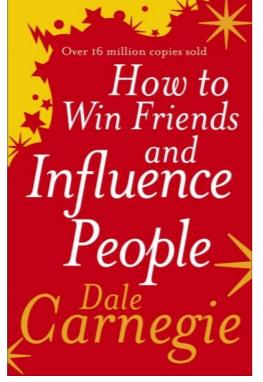


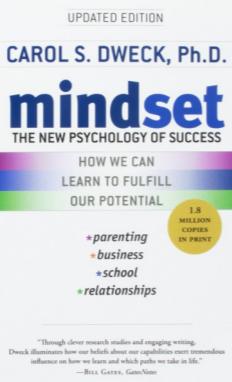
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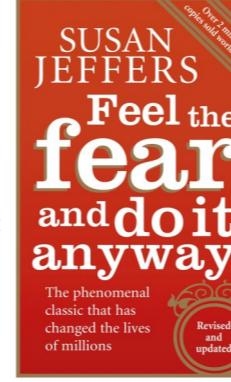
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