



Growth Mindset 101

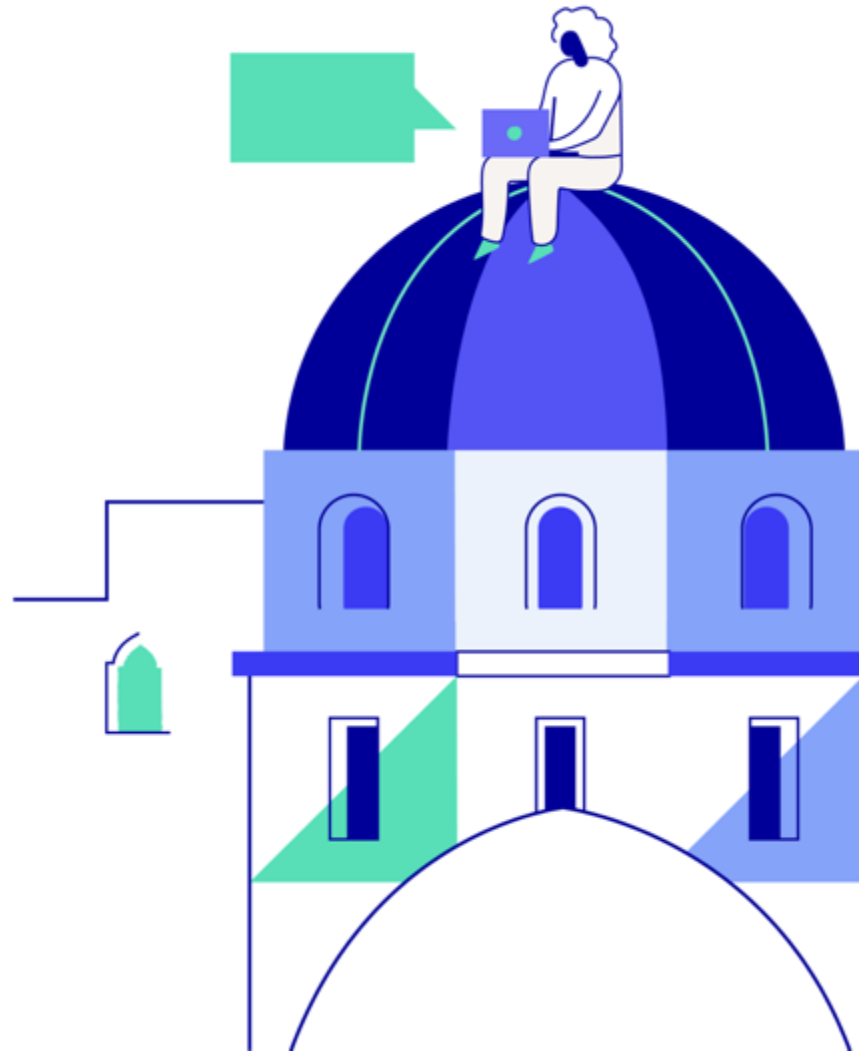
Why Growth Mindset?

Go Get What's Next

We're always hungry for a better future. We have big dreams – for ourselves, for the company, and for the possibilities opened up by travel.

What this looks like:

- We **push ourselves** and each other to deliver high-quality work
- We look ahead to see **how we can do better** for the customer and for our business
- We are **life-long learners**, we come to work every day to do better!
- We **strive for self-improvement** and mastery of our craft and we **share our expertise with each other**



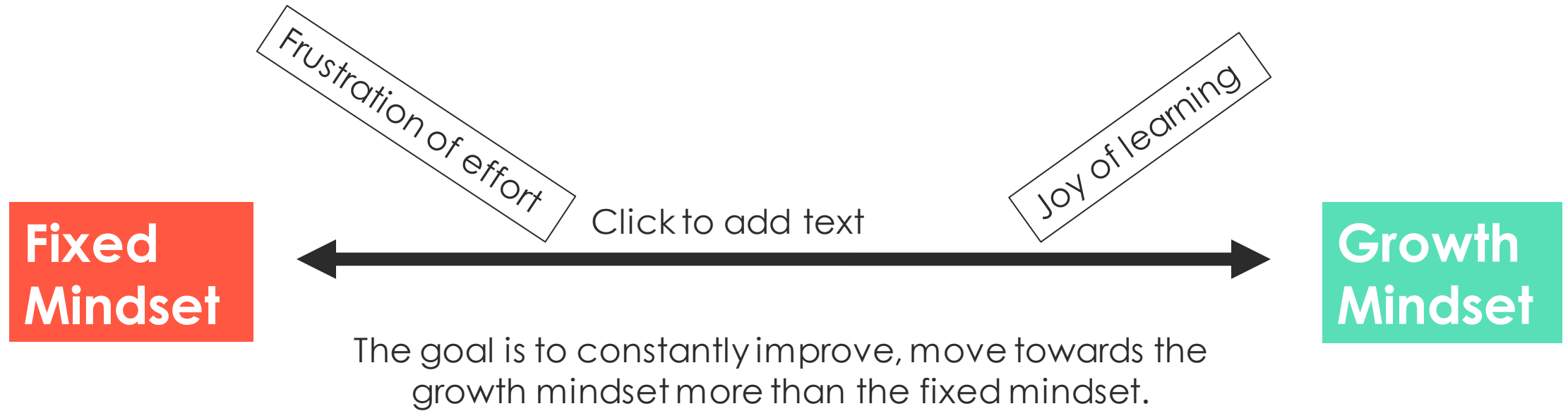
Agenda

- Growth vs. Fixed mindsets
- Mindset is a Continuum
- Self-Talk

Mindset = “The established set of attitudes and beliefs you hold about yourself and your abilities.”
Discovered by Stanford University professor/researcher Carol Dweck

Fixed Mindset	Growth Mindset
People believe their intelligence, talent, abilities and other basic qualities are fixed and unalterable traits	People believe their basic qualities and abilities can grow and be developed through effort, good strategies, and help from others
You either got it or you don't."	"You can always improve yourself."

Mindset is a Continuum



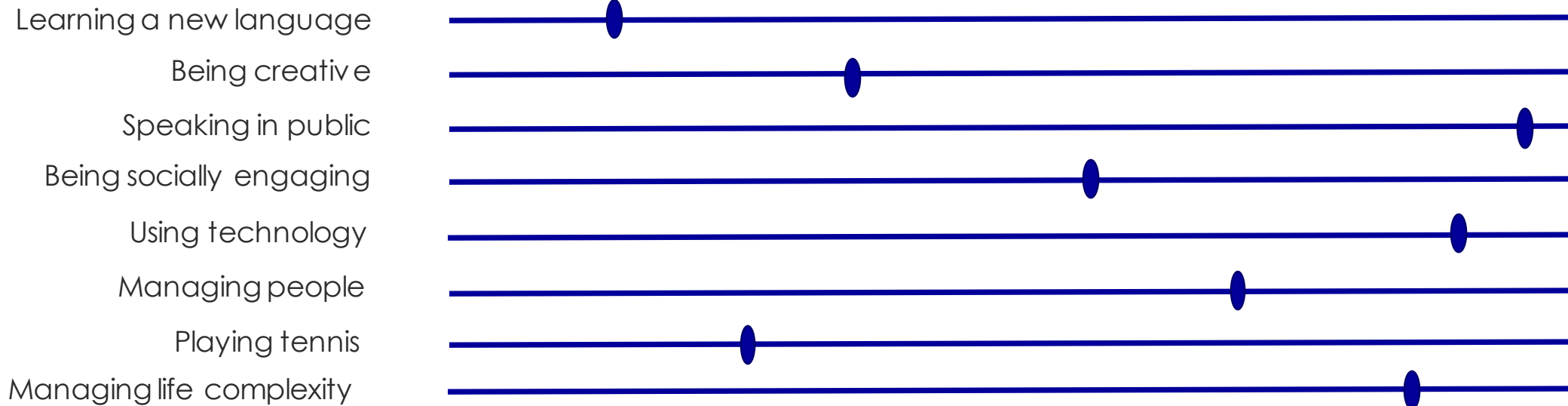
Be better everyday!

Mindset is a Continuum



**Fixed
Mindset**

**Growth
Mindset**



Now that you better understand the difference between the Fixed Mindset and the Growth Mindset, we need to point out that no one person is ever ALL Growth Mindsetted or Fixed Mindsetted. It has everything to do with the situation. This slide depicts a spectrum using different life situations. This about this slide as a representation of one person: who may be fixed mindsetted in some areas and more growth mindsetted in other.

For example, you may be very fixed mindsetted when it comes to learning a new language but very growth mindsetted when it comes to public speaking. Or it definitely could be the other way around! Take a look at the situations listed on the left and think about where you would personally put a slider on the spectrum. Now think of areas where you are fixed or growth mindsetted.

Fixed Mindset

Growth Mindset



Looking smart
Negative
Avoids challenges
Threat
Helpless
Defensive
As threats
Fixed traits
Punish, retaliate
Higher depression

Goal
View of Effort
Challenge-seeking
Change represented as
Response to setbacks
Response to criticism
Views others' success
Attributes wrong-doing to
Response to wrong-doing
Upon life challenges

Learning & improving
Positive
Seeks challenges
Challenge
Resilient
Learning-oriented
As lessons & inspiration
Situations & motivations
Educate, compromise
Higher resilience



Fixed Mindset

"I'm not good at this."
"I'm awesome at this."
"I give up."

"This is too hard."
"I just can't do math."

"She's so good at this. I will never be that good."

Growth Mindset

"What am I missing?"
"I'm on the right track."
"I'll use some of the strategies I've learned."

"This may take some time and effort."
"I'm going to train my brain to do math."

"I'm going to figure out how she does it."

Instead of saying...	Try Saying...
I can't do this	I will practice
This is too hard	It'll take some time to get this
I give up	I will try harder, and apply what I know
It runs in the family, so it comes naturally	I will work to be as good as my parents
I tried and it didn't work	What can I do differently?
Its good enough	What can I do to make this better?
I'm just not good at this	I will have to apply myself
Its not going to work anyway	If it fails, I will learn
I have mastered this	There is someone out there better than me

The background is a solid dark blue. It features several abstract circular elements: a large, solid light blue circle on the right side; a thick white circle outline in the upper center; a thin white circle outline that overlaps the thick one and extends towards the bottom left; and a solid medium blue circle in the bottom left corner.

Thank You