

# RULES

- Semua mengaktifkan kamera. Nama akun zoom menggunakan nama pribadi (bukan nama panggilan saja/nama samaran)
- One voice rule
- Izin silakan personal chat/japri ke trainer
- Jika ada yang presentasi/berpendapat, semua mute kecuali trainer dan presentator
- Silakan bertanya ketika presentasi selesai (kecuali presenter memperbolehkan untuk bertanya di tengah presentasi)
- No chatting! Send privately aja jika ada yang penting
- Respect each other



WHAT SHOULD  
I DO?





FIXED

Kepribadian,  
kecerdasan, dan  
kreatifitas adalah  
hal yang tidak  
dapat diubah



# MINDSETS



GROWTH

Menyukai tantangan  
dan melihat kegagalan  
(bukan karena bodoh)  
sebagai pemicu untuk  
terus belajar

# Fixed Mindset

VS

# Growth Mindset

AVOIDS  
CHALLENGES

IGNORES FEEDBACK  
& CRITIQUE

INTELLIGENCE &  
TALENT ARE FIXED

LESS EFFORT

GIVES UP EASILY

I AM A FAILURE

FEELS THREATENED  
BY SUCCESS OF  
OTHERS

EMBRACES  
CHALLENGES

LEARNS FROM  
FEEDBACK &  
CRITIQUE

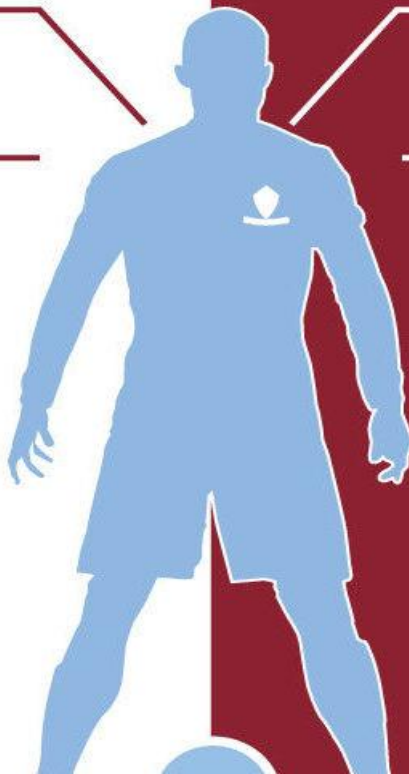
INTELLIGENCE &  
TALENT CAN BE  
DEVELOPED

MORE EFFORT

KEEPS TRYING &  
NEVER GIVES UP

PERSISTS IN THE  
FACE OF SETBACKS

INSPIRED BY  
OTHERS SUCCESS



WHAT AM  
I MISSING?

THIS MAY  
TAKE SOME  
TIME AND  
EFFORT

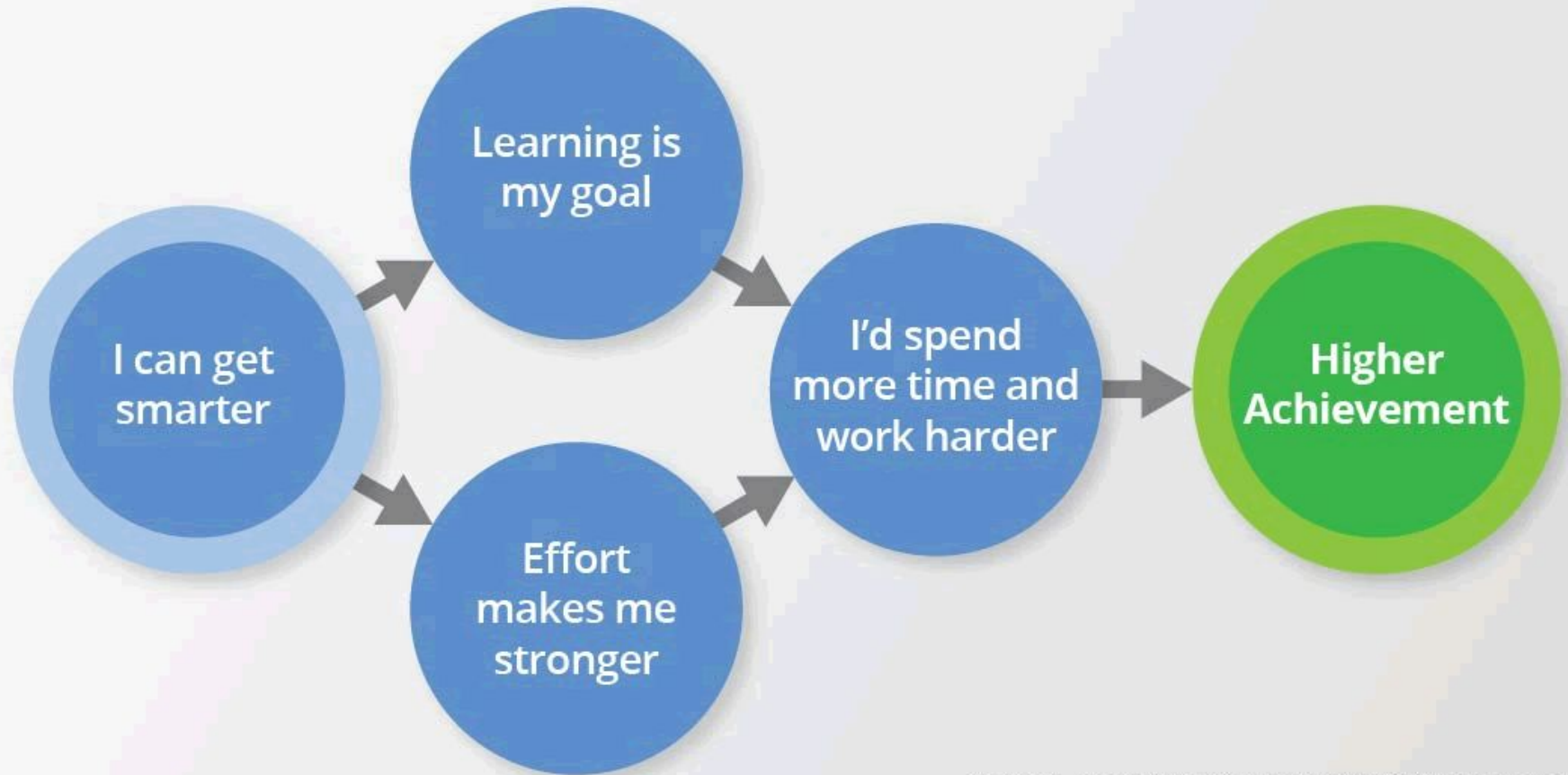
I AM ON  
THE  
RIGHT  
TRACK

IS THIS  
REALLY MY  
BEST  
WORK?

It's ok if I fail,  
at least I  
learned  
something

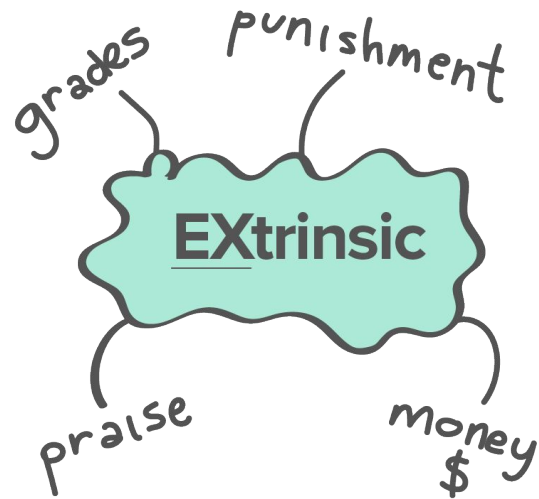
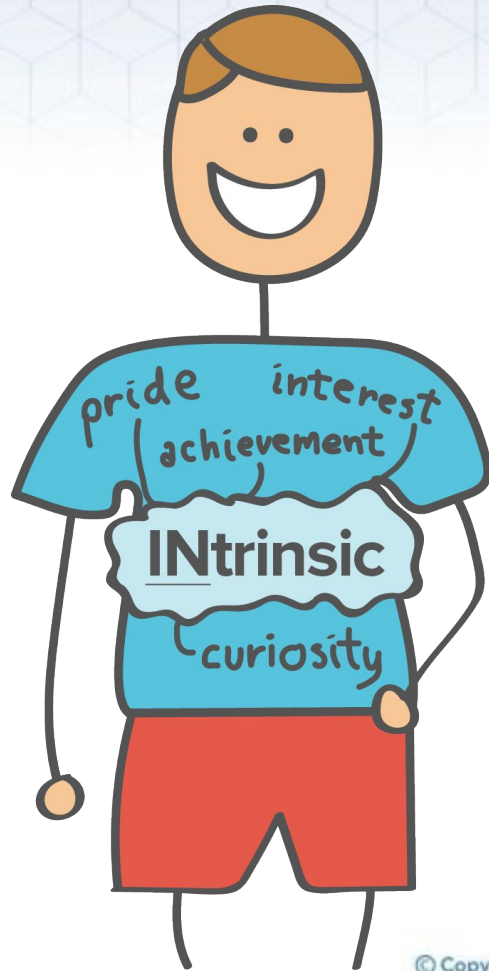
I AM GOING  
TO FIGURE  
OUT WHAT  
HE'S DOING  
AND TRY IT

# A Growth Mindset Drives Motivation and Achievement













- FOCUS ON GOAL
  - GOOD FOR ACHIEVEMENT & BEING PRACTICAL
  - IMPORTANT FOR WORK
- 
- CAN RESULT IN FRUSTRATION & CUTTING CORNERS

# OUTCOME VS PROCESS FOCUS

- APPRECIATE THE MOMENT
- IMPORTANT FOR WELLBEING

- GOOD FOR QUALITY & CONTINUOUS IMPROVEMENT



KNOW WHEN TO  
SWITCH FOCUS

# CONFIDENCE LEAD SOMEONE TO SUCCESS, HOW?

- Accept self condition and start to believe in yourself, in your abilities!
- Stop repeating negative thoughts to yourself and replace them with positive one
- Have a very clear vision statement, and take action
- Seek encouragement from others
- Challenge yourself

# LOW SELF CONFIDENCE





[illegible]

# OVERCONFIDENCE

**Confident**



**I seek respect**

@kaushik | wittyfeed.com  
you can use this poster by giving proper courtesy.

**Over Confident**



**I seek attention**

wittyfeed

# OVERCONFIDENCE

**Confident**



**I do mistakes but I try  
to not repeat them**

@kaushik | wittyfeed.com  
you can use this poster by giving proper courtesy.

**Over Confident**



**I am too perfect to  
make any mistake**

wittyfeed



# OVERCONFIDENCE



# WHY IS IT IMPORTANT TO MAKE A DECISION?

A decision is one when there are **different things you can do** and you **pick one** of them. You make lots of decisions everyday, like what to eat for breakfast, and what to wear. But some decisions are difficult like choosing a major, choosing a career and changing a job.

# HOW TO MAKE RIGHT DECISIONS?

- Identify the problem
- Identify decision criteria
- Allocating weight to criteria (consider consequences of your solution)
- Develop alternatives
- Alternatives analysis (what is important for you, what is the positive and negative side)
- Selection of alternatives



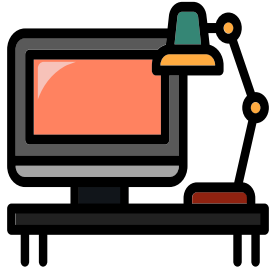
# Case Study

Company	Salary	Location	Opportunity to progress	Job Environment	Facilities	Timings
Pijar Mahir	6 juta	Jakarta	4	6	7	4
Flip	6 juta	Jogja	8	8	6	7
StudEx	6 juta	Jakarta	5	4	7	6

kondisi di atas adalah keadaan fiktif kecuali nama Company dan Location

# Case Study

## PLACE



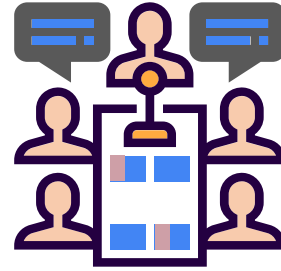
- Location
- Surroundings
- Company's Culture
- System
- Opportunity to grow

## PAY



- Salary
- Benefit

## PEOPLE



- Team
- Lead/Manager
- Board of Director



# THANK YOU