

Adopting a growth mindset

What is a growth mindset?

Your mindset determines how you react to successes and failures. It influences how you interpret experiences in the workplace and then how you react to those experiences.

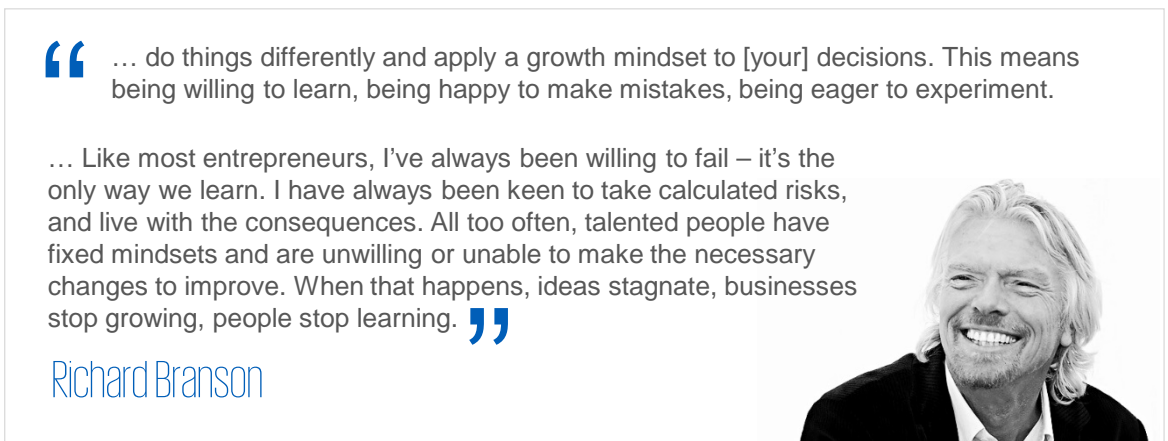
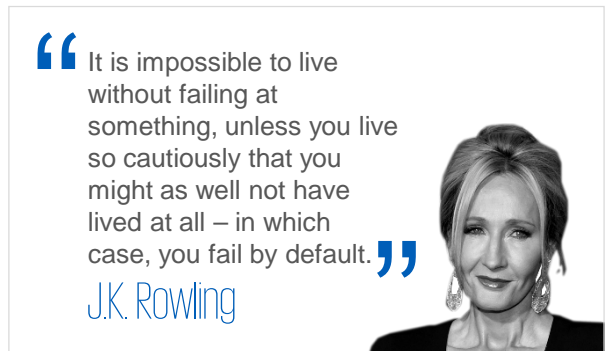
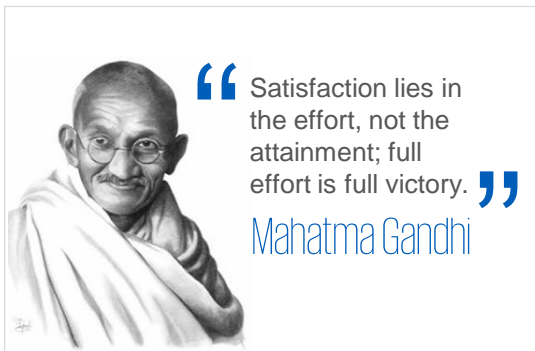
A growth mindset is based on the belief that you can always improve. It encourages a certain way of thinking and approach to situations which allows you to:

- See opportunity in challenges.
- Use feedback to learn and adapt.
- Constantly look for ways to experiment, innovate and grow.

Why should I adopt a growth mindset?

If you believe you can grow and improve (no matter what the task), **then** you can realize that effort makes you stronger, not your natural ability. Realizing this helps you put actions in place that will help you achieve more.

Here are quotes from some famous figures on why they believe in a growth mindset:



Want to learn more?

This YouTube video by the Khan Academy shows you how [You Can Learn Anything](#).

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Fixed versus growth mindset – what's the difference?

The opposite of having a growth mindset is known as having a fixed mindset. Here are the main differences:



Growth mindset

- Believe anyone can be good at anything, because your abilities are largely due to your effort.
- Believe mistakes are important pieces of feedback in the learning process, so embrace challenges and persist and learn after setbacks.
- Believe pushing into the unfamiliar ensures you are always learning.
- Believe skill comes from practice.
- Believe flaws are simply a list of things to focus on improving.



Fixed mindset

- Believe you either are or aren't good at something.
- Believe mistakes are devastating, therefore avoid challenges.
- Believe you must hide flaws so you are not judged or labelled as a failure.
- Focus solely on outcomes rather than the process.
- Give up easily when things are hard.
- Ignore useful constructive feedback.

How can I adopt a growth mindset?

There are three key points to consider when thinking about your mindset:

- Knowledge can be developed.
- The brain is adaptable and able to constantly learn.
- Doing challenging work is the best way to make the brain stronger and smarter.

You can adopt a growth mindset in many ways, including:



Regularly setting new development goals.



Acting on valuable feedback provided.



Developing clear action plans to learn from experiences.



Helping your team and colleagues do all of the above.