

Thanks!

with a Growth Mindset

Actions they took

More specific than: "Thanks for your help"

Sharing skills and knowledge They worked hard to learn those.

Giving their time When someone uses their time to help you, that is a gift.

Demonstrating tactics and choices It takes many years to develop keen strategic ability.

Taking a risk If the person moved out of their comfort zone, appreciate and celebrate that!

Impact of their help

More than: "Couldn't have done it alone"

What you learned Makes them feel they're making a difference.

How you felt They'd be glad to know you felt joy, renewed courage, or relief.

Influence on result Connecting their action to your result could be good for their career too.

Easy for them, hard for you Experts forget how difficult things they've mastered can be.

The larger context

Your thanks can influence the group

Celebrate failure Learn what you would do differently next time, build camaraderie.

Make it public Public thanks is a career boost, builds reputation, creates shared values.

Keep it sustainable Don't emphasize sacrificing family, health, or happiness for work.

It's never too late It's natural to reflect at times; the impact of their help is more clear over time.

AVOID

Fixed traits Thanking someone for talent or intelligence, reinforces a fixed mindset.

Comparisons Invoke competition anxiety and suck the joy out of the effort.

Hyperbole If you say "the best ever" how can someone repeat or improve on that?