Manks!

with a Growth Mindset



Actions they took

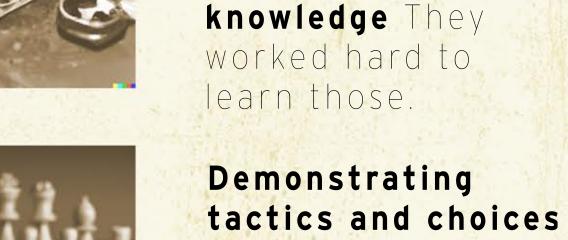
Sharing skills and

It takes many years

to develop keen

strategic ability.

More specific than: "Thanks for your help"



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

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.

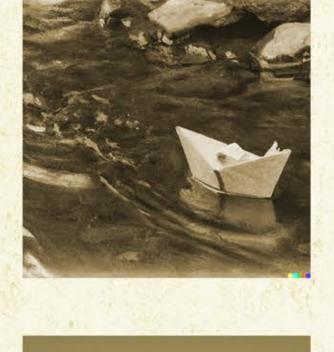
Influence on result
Connecting their
action to your result
could be good for
their career too.

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

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

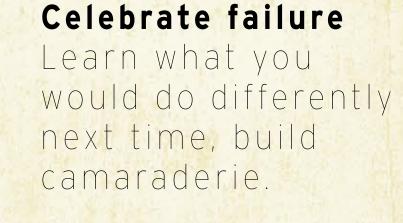






The larger context

Your thanks can influence the group



for work.

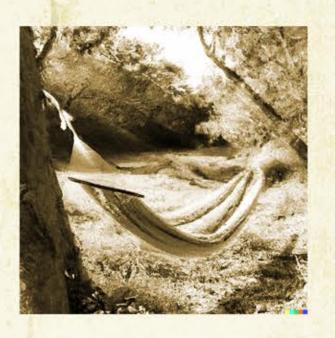
Keep it sustainable I Don't emphasize I sacrificing family, a health, or happiness

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

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?