

Growth Mindset

KEY TAKEAWAYS



Growth Mindset can't stand alone as a concept...

...but part of a system of thinking that
supports individuals, teams and leaders.



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Mindset is not a dichotomy, it's a scale.

There is a bias towards Growth Mindset -
and a lot of negativity around the word 'Fixed'.
It would be beneficial to identify the benefits
of a Fixed mindset.

Leadership should nurture both the more Growth and Fixed
oriented team members, because probably you will
need them both in a balanced team



As long as you state and believe (as a leader/consultant/OD professional) that a growth mindset can be developed, it is okay to measure it.
'If it can be developed it is ethical. And ethical dilemma's can be managed'

Growth Mindset can be heavily influenced by the context
an individual finds themselves.

In the ideal space, with appropriate support and aligned values etc the stretch to operating in the Growth Mindset space is minimal. Where the environment, support and context is challenging, it could lead to a more fixed mindset approach.



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Growth Mindset can't stand alone as a concept, but part of a system of thinking that supports individuals, teams and leaders.

From a Diversity & Inclusion perspective, it is important to embrace individual differences.

In a lot of industries (high tech engineering, financial audit, risk management, nuclear power plant personnel) people are recruited for their Fixed mindset characteristics. When they progress the career ladder, more growth mindset characteristics are needed.



Measuring leads to self awareness, Identifying the triggers/situations in which you move towards fixed or growth. And an opportunity for growth.

Identify the areas in which you need a growth mindset. It doesn't have to be in all aspects of your life/work.

Psychological safety - provided by the company culture and/or leadership style and practices - is key for developing and nurturing a growth mindset.



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It might work out differently in different countries/cultures. Leadership(style) is also influenced by culture. What about the 'high Emotionality cultures' in south east Asia?

The concept of Growth Mindset opens the conversation about learning and wellbeing. Encouraging a focus on development and reflection.

It provides an easy to apply concept to what can feel like an over whelming requirement to continuously improve.



KPI's and other tightly defined organisational metrics
can have a negative impact on Growth Mindset.

While no direct org performance improvement data can
be found it is not dissimilar to other concepts – and its use is
to bring forward the importance of self-awareness,
critical reflection and development.



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Encouraging a focus on development and reflection.



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