

Cultivate a growth mindset activity



Research has confirmed that developing a growth mindset offers you many benefits, including:

- **Improved self-esteem, resilience & motivation.**
- **Feeling more comfortable during times of change, taking personal risks and striving for more stretching goals**
- **Enhanced brain development across wider ranges of tasks**
- **Lower levels of stress, anxiety and depression**
- **Improved work relationships**
- **Higher levels of performance**

Step 1: Choose your focus

We recommend you focus on one growth mindset activity at a time, as you're more likely to make progress if you start with small steps. Start by reviewing the categories below, which seem most relevant to you?

- I want to relax and have fun with growth mindset
- I want to integrate growth mindset into my work
- I want to learn more about growth mindset and related skills
- I want to use reflection to learn and grow
- I want to cultivate a growth mindset by exploring my purpose

Remember, choose to focus. You can come back to the other categories later, cultivating growth mindset is a journey!

Step 2: Bring some 'newness' into your life:

Whichever category you have chosen to focus on, go to that section, below. Then follow the instructions to further focus your plan.

I will relax and have fun with growth mindset

Review the activities below and select one to focus on:

- **Playful learning:** I will learn to draw, or juggle, or do Sudoku, or anything else that intrigues me!
- **Refresh my routine:** I will try and cook something I've never tried before. Or try a new walk or exploring some new avenues. Or maybe I'll pick up a new newspaper. Anything that shakes up my day a little with new activities.
- **Try a 30-day challenge:** I'll extend the fun into a 30-day challenge. This is a great way to establish a new habit as part of my commitment to a growth mindset.
- **Be inspired by the success of others:** I'll learn about and celebrate the success of others, this is a great way to embrace my own growth mindset. I'll look around and identify the people in my network that inspire me. I'll spend more time with them, be curious and ask them about their life.

Take some time to explore the ideas and do further research too if you wish. Then write down what you plan to do, and when:

I will integrate growth mindset into my work

Review the activities below and select one to focus on:

- **Seek feedback:** I will take the time to look into how to request feedback, request it, & then use the feedback to learn and grow!
- **Practice using positive language:** I'll take a look at the pain to power vocabulary on page 30 of my IPS handbook & start using the power words in place of the pain words - If I can get into the habit of using this positive language it will help me to cultivate a positive attitude (which is integral to a growth mindset!). It's all about cultivating 'learned optimism'.
- **Be curious:** I will ask big, open questions as a strong foundation for a growth mindset. It's a great way to cultivate my curiosity, it encourages those around me to share their thoughts and gives me the opportunity to learn. Of course, I need to be able to listen to the answer too!
- **Practice listening:** I'll show interest in others by becoming a better listener. I'll take the time to improve my listening skills.

Take some time to explore the ideas and do further research too if you wish. Then write down what you plan to do, and when:

I will learn more about growth mindset and related skills

Review the activities below and select one to focus on:

- **Explore neuroplasticity:** I'll explore the basics of neuroplasticity. I'll be curious about how my brain can grow and strengthen itself based on how I think!
- **Learn to learn:** I will take the opportunity to develop my learning capabilities. Learning to learn is a great activity to strengthen my growth mindset
- **Improve my memory:** another great investment is to improve my memory. This makes it easier to acquire other skills and has a lot of other benefits too. I'll explore further.
- **Teach back growth mindset insights:** a great way to consolidate my learning is to share it with others. I might start by sharing the growth mindset / fixed mindset model with my friends! This creates the opportunity for me to reflect on what I have learnt and consolidate key insights.

Take some time to explore the ideas and do further research too if you wish. Then write down what you plan to do, and when:

I will use reflection to learn and grow

Review the activities below and select one to focus on:

- **Schedule a daily or weekly reflection:** I might find 10-15 mins at the end of each day, or perhaps schedule 30mins each Friday morning (for example). I'll consider what works best for me, then stick with it (though if I miss one or two sessions, I'll go easy on myself!).
- **Keep a diary:** this is a natural extension of daily reflection. Keeping a diary will allow me to look back for connections and patterns, to further develop my self-awareness and learning. The diary doesn't have to be a daily activity, and it doesn't have to be an onerous commitment, I'll aim to enjoy it!
- **Enjoy some quiet discussion:** I'll find the right person and enjoying some quiet sharing about my progress. I'll introduce the growth mindset vs fixed mindset model, share my thoughts and experiences, and ask them reflective questions... I'll learn through sharing and discussion!

Take some time to explore the ideas and do further research too if you wish. Then write down what you plan to do, and when:

I will cultivate a growth mindset by exploring my purpose

Review the activities below and select one to focus on:

- **Find purpose in my work:** (remember by 'work' we do not mean 'paid employment' – whatever it is that you spend your time doing.) I can choose to see work as 'just work', or I can choose to see it as having a bigger purpose. I'll work to explore that bigger purpose.
- **Reflect on how I want to be remembered:** I'll write down my desired leadership legacy, in the form of a eulogy. It will help give me the inspiration to learn, grow and strive towards this goal.

Take some time to explore the ideas and do further research too if you wish. Then write down what you plan to do, and when:

Step 3: Reflect on your experience and go again!

After you have made progress with the activity, take a moment to reflect. How did you feel before the activity,

during the activity and after the activity? Capture your experience here: