

THE LEADER'S GUIDE TO DEVELOPING A GROWTH MINDSET

MAKE LEARNING THE DEFAULT



WHAT IS GROWTH MINDSET?

A growth mindset is the expectation that abilities can improve with deliberate effort, effective strategies and support.

FIXED MINDSET =
"ABILITIES ARE INNATE" →
AVOIDS CHALLENGES

VS.

GROWTH MINDSET =
"ABILITIES CAN IMPROVE" →
SEEKS FEEDBACK & PERSISTS

WHY A GROWTH MINDSET MATTERS

DRIVES PERFORMANCE

people invest effort, adjust strategies, seek help.

FUELS INNOVATION

through curiosity, experimentation, & adaptation.

SUPPORTS EQUITY

focuses on trajectory and opportunity, not pedigree.

SPEEDS LEARNING AND GROWTH

self-reflection and willingness to learn unlocks true growth.

SIX SMALL ROUTINES TO CULTIVATE A GROWTH MINDSET

Language:

Use Words That Teach Learning

Replace judgment with description.
Praise specific progress, not "talent."
Make uncertainty normal ("We'll test it for 2 weeks...").

Practice:

Build Skills on Purpose

Schedule weekly practice time.
Use deliberate practice—focused reps with feedback.
Use skills matrices to clarify expectations.

Feedback:

Make Improvement Safe

Use private, direct & kind behavior.
Ask for feedback and show you act on it.
Normalize drafts, re-dos, and checklists.

Reviews:

Treat Mistakes as Data

Run short after-action reviews.
Use blameless, factual language.
Share summaries so learning spreads.

Goals:

Reward Learning + Performance

Use dual goals: outcome + practice.
Break big skills into components.
Use stretch goals with guardrails.

Environment:

Make Learning Easier Than Image-Management

Psychological safety comes first.
Provide examples, resources, and working tools.
Share what you're learning and practicing.

For more insights on Leadership, Communication, and Coaching follow us or reach out for more information.

