

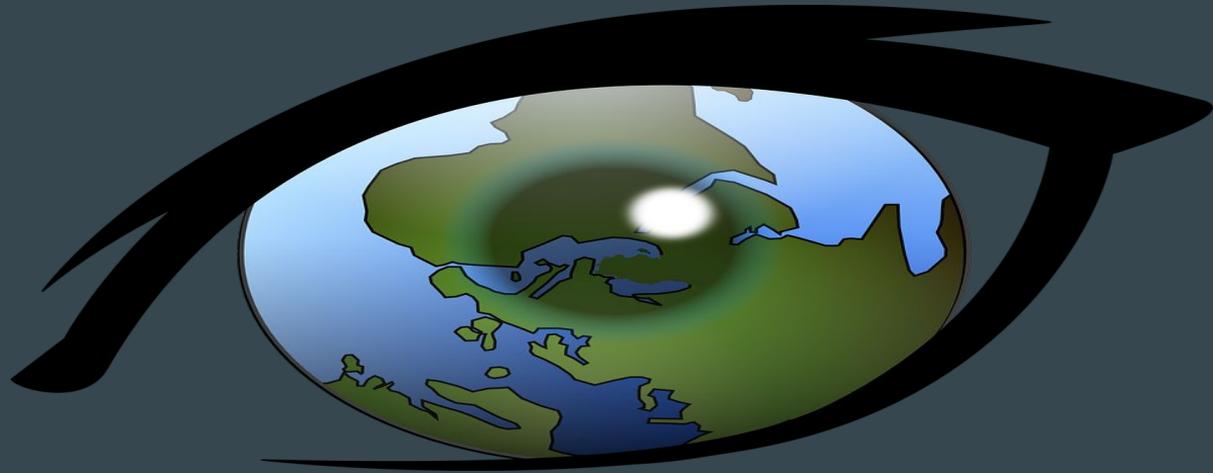
WELCOME



Thank you for coming!

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Mindset is a set of beliefs about your own and others skills and abilities that shape how you perceive, understand, and react to...pretty much everything.



A photograph of seven white, rectangular tiles arranged in a horizontal line on a light brown wooden surface. Each tile has a black letter and a subscript number. From left to right, the tiles are labeled: F₄, A₁, I₁, L₁, U₁, R₁, and E₁.

F₄ A₁ I₁ L₁ U₁ R₁ E₁

Failure is:

The limit of my abilities

An opportunity to grow

Feedback is:

Personal



Constructive

New things:



I stick to what I know

I like to try new things

Challenges:

I do not like
challenges



Challenges help
me to grow



My abilities are
unchanging

Abilities:

My abilities are
determined by my effort
and attitude

Mindset Continuum

80%

20%



Fixed- Resists change
Struggles with feedback
Default response is “no”
Always needs to be right
Highly risk averse
-not helpful behaviors
-make life harder

Growth- Highly adaptable
Welcomes feedback
Embraces challenges
Open to other ideas
Loves to try new things
-no such thing as too much
growth mindset

Beliefs > Behaviors > Outcomes



Fixed Mindset

BELIEFS:

Intelligence and skills are inherent traits, you either have them or you don't



Fixed Mindset

BEHAVIORS:

Look Smart

Avoid Challenges

Give Up Easily

Disdain Effort

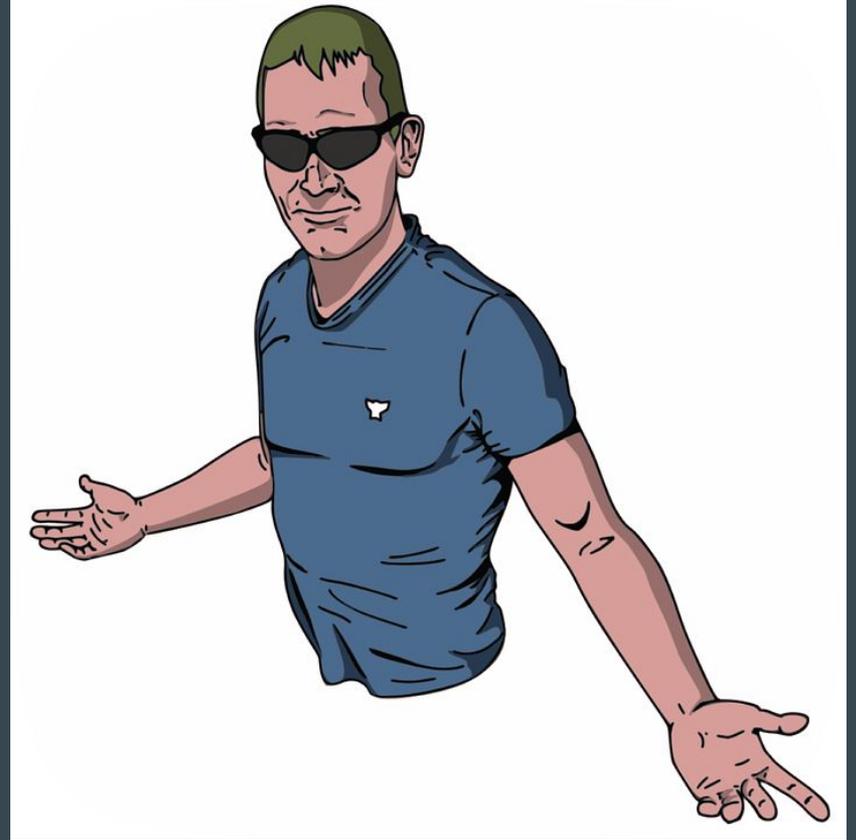
Fear Feedback

Resent others



Look Smart

- Always be right
- Prove others wrong



Give up Easily

→ Quitting is better than failing



Disdain Effort
→ “Try Hard”



Fear Feedback

→ It is brutal and threatening



Resent Others

- If someone is better than me, I'm nothing
- Comparison
- Delight in the suffering of others
- Unhealthy competitiveness



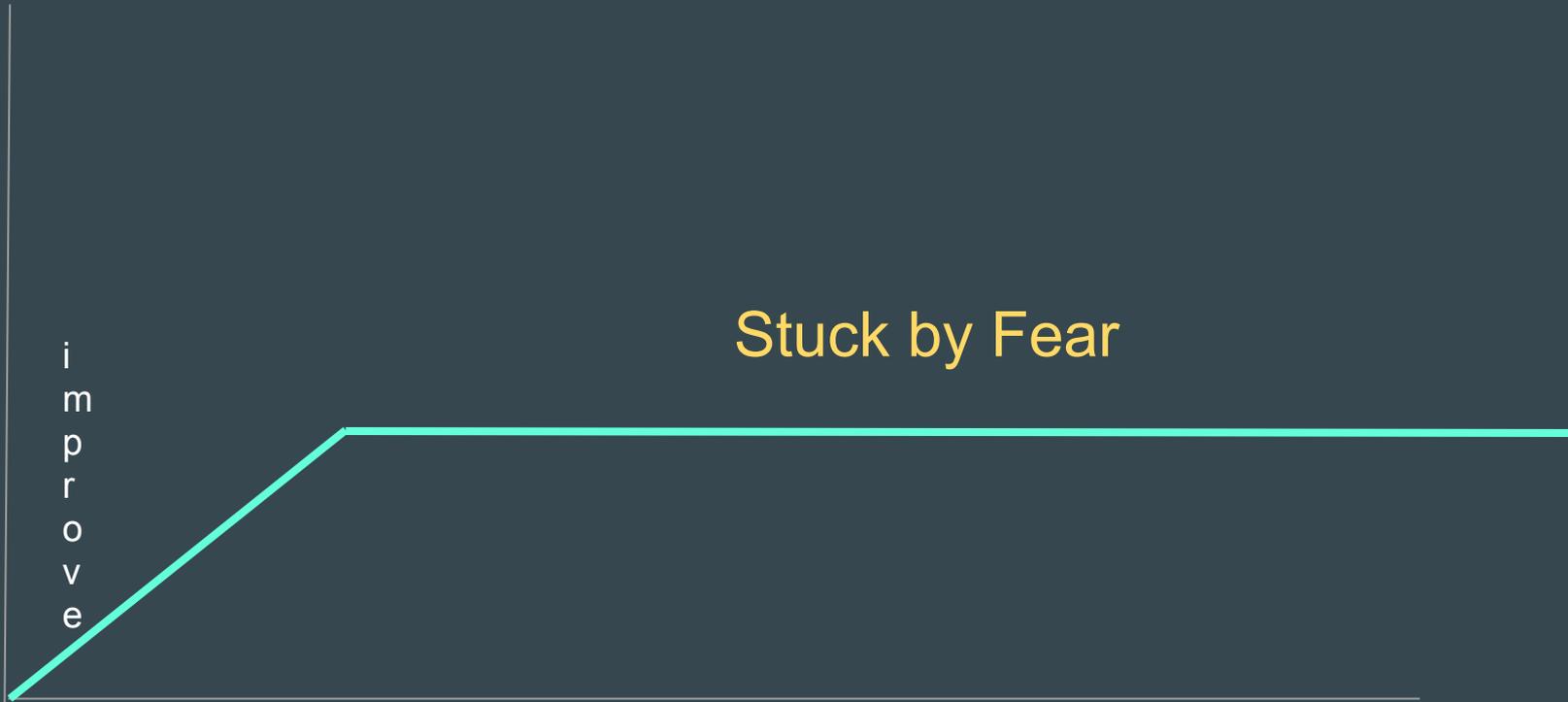
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Stuck by Fear

Outcome of Fixed Mindset



On your own, write your answer:
Which of the fixed mindset behaviors do I
struggle with the most?

Look smart
Give up easily
Disdain effort
Fear feedback
Resent others

On your own, write your answer:

When I get into this mode, how is it affecting me?

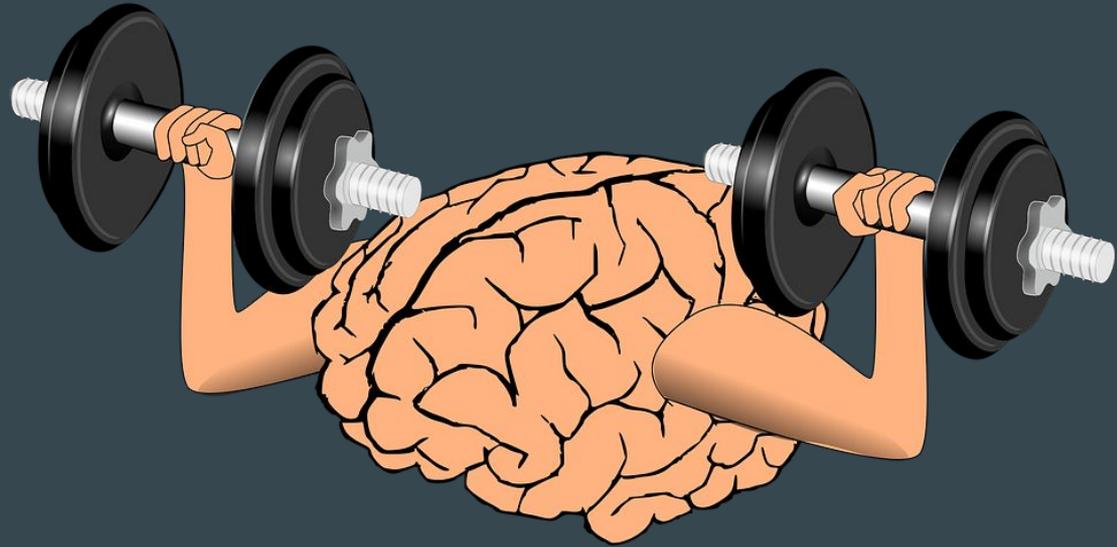
On your own, write your answer:

What am I going to do about it?

Growth Mindset

BELIEF:

Intelligence and
skills are largely
a result of
learning and
effort.



Growth Mindset

BEHAVIORS:

Desire to Learn

Accept Challenges

Keep Trying

Embrace Effort

Leverage Feedback

Inspired by Others



Desire to Learn
→ Want to improve



Accepts Challenges

→ Sees them as an opportunity rather than a problem



Embrace Effort

→ This is how we improve



Leverage Feedback

→ If someone cares enough to tell you the truth, use it!

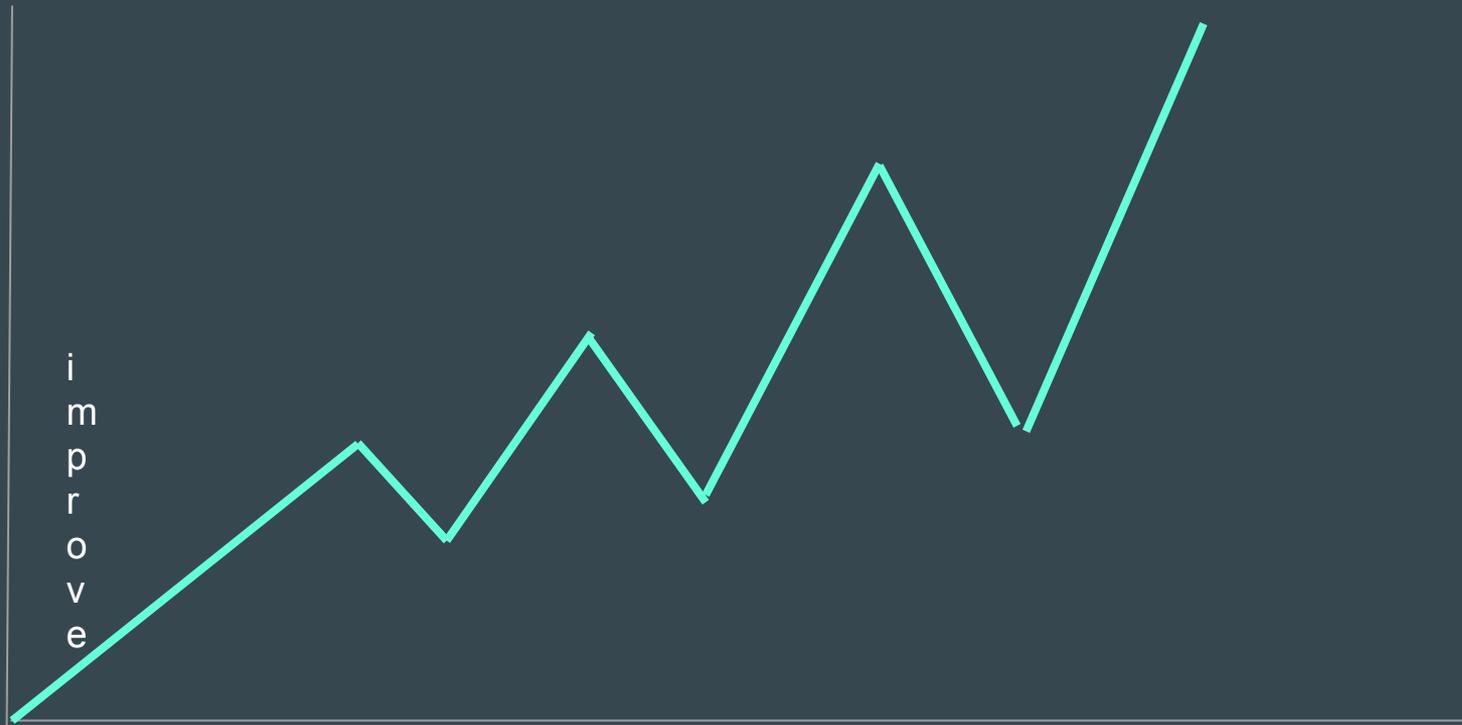


Inspired by Others

→ There is so much to learn from other people



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Outcome of Growth Mindset

"Success is peace of mind, which is a direct result of self-satisfaction in knowing you made the effort to do your best to become the best that you are capable of becoming."

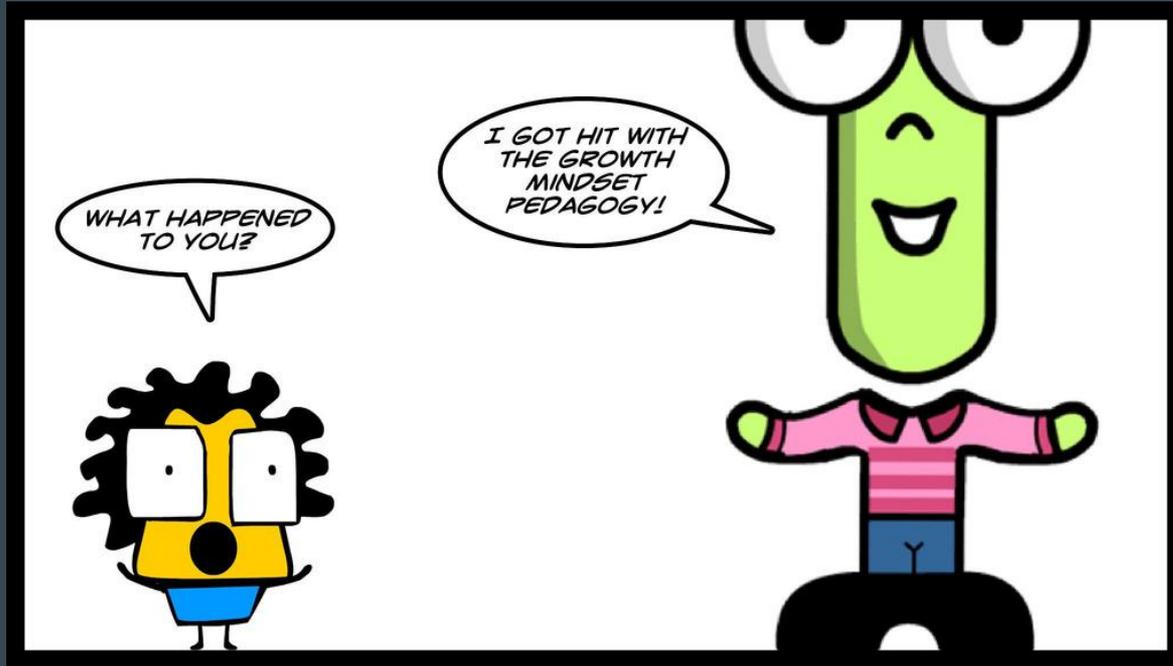
John Wooden

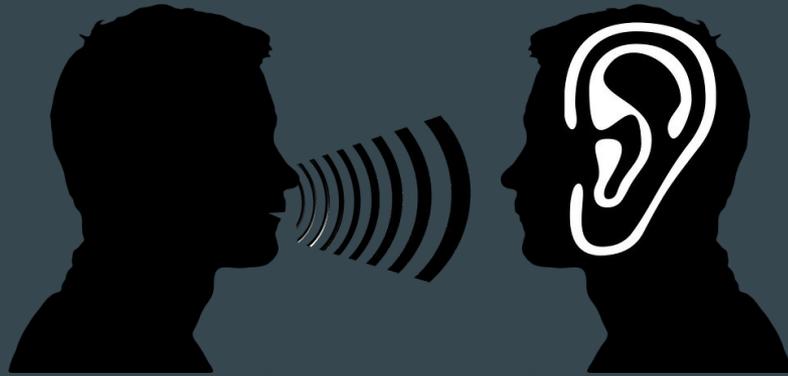


5 Levers that Create

Growth Mindset

Culture: Create an environment where growth mindset is the default behavior.





**My job is not to be right, it is to get to the
right answer > taking input from others**

Hiring: The mindset that new employees bring with them.



- Job posting
 - Appeal to Growth Mindset, scare off Fixed Mindset

- Interview process
 - Behavioral Interviewing
 - “Tell me about a time when you received feedback recently.”

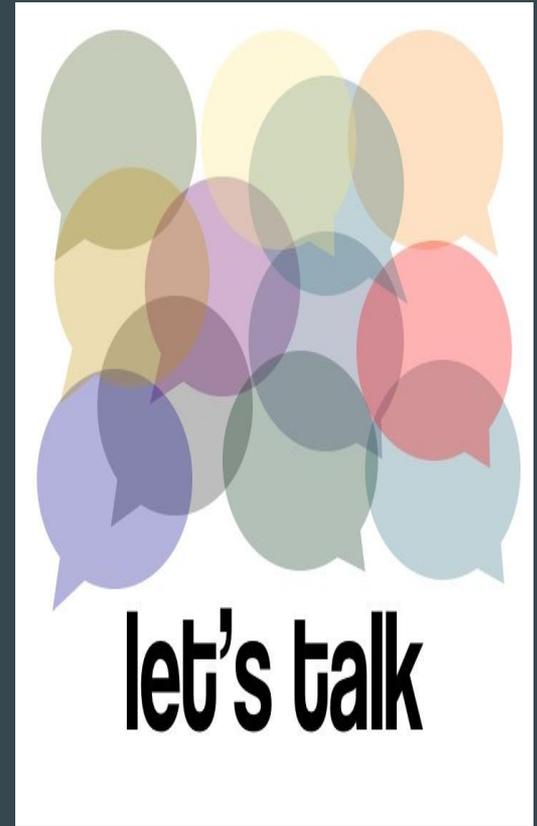


STRONG FIXED
MINDSET

STRONG GROWTH
MINDSET

Feedback: Improve and Normalize Feedback

- Give Feedback
 - Ask permission
 - Say it how they can hear it
 - Focus on behavior



- Receive Feedback
 - Feedback is a gift
 - Open to all sources
 - Take time to process
 - 2 Responses
 - “Thank you!”
 - “Please tell me more.”

Language: 100% to behaviors, 0% to traits or cards.

“You worked so hard!” vs “You’re so smart!”

- **Self Talk**

- **I'm such an idiot vs I can't do it, YET**
- **I'm not good at this vs I need to try harder**
- **I'm a loser vs I need to practice more**
- **I can't do it vs I need to get some feedback**

Risk Taking: De-stigmatize the RIGHT kind of risk and failure.

“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory or defeat.”

Theodore Roosevelt

April 10, 1910

‘Citizenship in a Republic’ Speech



K.I.S.S. EXERCISE



In groups of 4 discuss and record:

DESIRE TO LEARN
LOVE CHALLENGE
EMBRACE EFFORT
LEVERAGE FEEDBACK
INSPIRED BY OTHERS



WHAT ARE WE DOING THAT ENCOURAGES
THESE BEHAVIORS?

WHAT DO WE NEED TO **KEEP** DOING?

In groups of 4 discuss and record:

DESIRE TO LEARN
LOVE CHALLENGE
EMBRACE EFFORT
LEVERAGE FEEDBACK
INSPIRED BY OTHERS



What could we do better to encourage more of these behaviors?

WHAT DO WE NEED TO IMPROVE?

In groups of 4 discuss and record:

DESIRE TO LEARN
LOVE CHALLENGE
EMBRACE EFFORT
LEVERAGE FEEDBACK
INSPIRED BY OTHERS



WHAT COULD WE DO THAT ENCOURAGES
THESE BEHAVIORS?

WHAT DO WE NEED TO **START** DOING?

In groups of 4 discuss and record:

LOOK SMART
AVOID CHALLENGES
GIVE UP EASILY
FEAR FEEDBACK
RESENT OTHERS
DISDAIN EFFORT



WHAT ARE WE DOING THAT
ENCOURAGES THESE BEHAVIORS?
WHAT DO WE NEED TO **STOP** DOING?

Thank you for coming!